



Fair Work  
OMBUDSMAN

## Pay Guide - Storage Services and Wholesale Award

[MA000084]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

## 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	\$949.20	\$24.98	\$37.47	\$49.96	\$62.45	\$37.47
Storeworker grade 1 after 3 months	\$960.80	\$25.28	\$37.92	\$50.56	\$63.20	\$37.92
Storeworker grade 1 after 12 months	\$971.70	\$25.57	\$38.36	\$51.14	\$63.93	\$38.36
Storeworker grade 2	\$980.30	\$25.80	\$38.70	\$51.60	\$64.50	\$38.70
Storeworker grade 3	\$1,008.20	\$26.53	\$39.80	\$53.06	\$66.33	\$39.80
Storeworker grade 4	\$1,038.00	\$27.32	\$40.98	\$54.64	\$68.30	\$40.98
Wholesale employee level 1 on commencement	\$949.20	\$24.98	\$37.47	\$49.96	\$62.45	\$37.47
Wholesale employee level 1 after 3 months	\$960.80	\$25.28	\$37.92	\$50.56	\$63.20	\$37.92
Wholesale employee level 1 after 12 months	\$971.70	\$25.57	\$38.36	\$51.14	\$63.93	\$38.36
Wholesale employee level 2	\$980.30	\$25.80	\$38.70	\$51.60	\$64.50	\$38.70
Wholesale employee level 3	\$1,008.20	\$26.53	\$39.80	\$53.06	\$66.33	\$39.80
Wholesale employee level 4	\$1,038.00	\$27.32	\$40.98	\$54.64	\$68.30	\$40.98

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Early morning shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Less than 10 hour break between shifts</b>
Storeworker grade 1 on commencement	\$49.96	\$28.10	\$28.73	\$32.47	\$49.96
Storeworker grade 1 after 3 months	\$50.56	\$28.44	\$29.07	\$32.86	\$50.56
Storeworker grade 1 after 12 months	\$51.14	\$28.77	\$29.41	\$33.24	\$51.14
Storeworker grade 2	\$51.60	\$29.03	\$29.67	\$33.54	\$51.60
Storeworker grade 3	\$53.06	\$29.85	\$30.51	\$34.49	\$53.06
Storeworker grade 4	\$54.64	\$30.74	\$31.42	\$35.52	\$54.64
Wholesale employee level 1 on commencement	\$49.96	\$28.10	\$28.73	\$32.47	\$49.96
Wholesale employee level 1 after 3 months	\$50.56	\$28.44	\$29.07	\$32.86	\$50.56
Wholesale employee level 1 after 12 months	\$51.14	\$28.77	\$29.41	\$33.24	\$51.14
Wholesale employee level 2	\$51.60	\$29.03	\$29.67	\$33.54	\$51.60
Wholesale employee level 3	\$53.06	\$29.85	\$30.51	\$34.49	\$53.06
Wholesale employee level 4	\$54.64	\$30.74	\$31.42	\$35.52	\$54.64

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours)	Sunday - ordinary hours	Public holiday - ordinary hours	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Storeworker grade 1 on commencement	\$31.23	\$43.72	\$56.21	\$68.70	\$43.72	\$56.21
Storeworker grade 1 after 3 months	\$31.60	\$44.24	\$56.88	\$69.52	\$44.24	\$56.88
Storeworker grade 1 after 12 months	\$31.96	\$44.75	\$57.53	\$70.32	\$44.75	\$57.53
Storeworker grade 2	\$32.25	\$45.15	\$58.05	\$70.95	\$45.15	\$58.05
Storeworker grade 3	\$33.16	\$46.43	\$59.69	\$72.96	\$46.43	\$59.69
Storeworker grade 4	\$34.15	\$47.81	\$61.47	\$75.13	\$47.81	\$61.47
Wholesale employee level 1 on commencement	\$31.23	\$43.72	\$56.21	\$68.70	\$43.72	\$56.21
Wholesale employee level 1 after 3 months	\$31.60	\$44.24	\$56.88	\$69.52	\$44.24	\$56.88
Wholesale employee level 1 after 12 months	\$31.96	\$44.75	\$57.53	\$70.32	\$44.75	\$57.53
Wholesale employee level 2	\$32.25	\$45.15	\$58.05	\$70.95	\$45.15	\$58.05
Wholesale employee level 3	\$33.16	\$46.43	\$59.69	\$72.96	\$46.43	\$59.69
Wholesale employee level 4	\$34.15	\$47.81	\$61.47	\$75.13	\$47.81	\$61.47

Table 2 of 2

Classification	Early morning shift	Afternoon shift	Night shift	Less than 10 hour break between shifts	Overtime - Sunday	Overtime - public holiday
Storeworker grade 1 on commencement	\$34.35	\$34.97	\$38.72	\$56.21	\$49.96	\$62.45
Storeworker grade 1 after 3 months	\$34.76	\$35.39	\$39.18	\$56.88	\$50.56	\$63.20
Storeworker grade 1 after 12 months	\$35.16	\$35.80	\$39.63	\$57.53	\$51.14	\$63.93
Storeworker grade 2	\$35.48	\$36.12	\$39.99	\$58.05	\$51.60	\$64.50
Storeworker grade 3	\$36.48	\$37.14	\$41.12	\$59.69	\$53.06	\$66.33
Storeworker grade 4	\$37.57	\$38.25	\$42.35	\$61.47	\$54.64	\$68.30
Wholesale employee level 1 on commencement	\$34.35	\$34.97	\$38.72	\$56.21	\$49.96	\$62.45
Wholesale employee level 1 after 3 months	\$34.76	\$35.39	\$39.18	\$56.88	\$50.56	\$63.20
Wholesale employee level 1 after 12 months	\$35.16	\$35.80	\$39.63	\$57.53	\$51.14	\$63.93
Wholesale employee level 2	\$35.48	\$36.12	\$39.99	\$58.05	\$51.60	\$64.50
Wholesale employee level 3	\$36.48	\$37.14	\$41.12	\$59.69	\$53.06	\$66.33
Wholesale employee level 4	\$37.57	\$38.25	\$42.35	\$61.47	\$54.64	\$68.30

## 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	\$379.68	\$9.99	\$14.99	\$19.98	\$24.98	\$14.99
Storeworker - after 3 months	\$384.32	\$10.11	\$15.17	\$20.22	\$25.28	\$15.17
Storeworker - after 12 months	\$388.68	\$10.23	\$15.35	\$20.46	\$25.58	\$15.35
Wholesale employee - on commencement	\$379.68	\$9.99	\$14.99	\$19.98	\$24.98	\$14.99
Wholesale employee - after 3 months	\$384.32	\$10.11	\$15.17	\$20.22	\$25.28	\$15.17
Wholesale employee - after 12 months	\$388.68	\$10.23	\$15.35	\$20.46	\$25.58	\$15.35

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	\$19.98	\$11.24	\$11.49	\$12.99	\$19.98
Storeworker - after 3 months	\$20.22	\$11.37	\$11.63	\$13.14	\$20.22
Storeworker - after 12 months	\$20.46	\$11.51	\$11.76	\$13.30	\$20.46
Wholesale employee - on commencement	\$19.98	\$11.24	\$11.49	\$12.99	\$19.98
Wholesale employee - after 3 months	\$20.22	\$11.37	\$11.63	\$13.14	\$20.22
Wholesale employee - after 12 months	\$20.46	\$11.51	\$11.76	\$13.30	\$20.46

## 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	\$474.60	\$12.49	\$18.74	\$24.98	\$31.23	\$18.74
Storeworker - after 3 months	\$480.40	\$12.64	\$18.96	\$25.28	\$31.60	\$18.96
Storeworker - after 12 months	\$485.85	\$12.79	\$19.19	\$25.58	\$31.98	\$19.19
Wholesale employee - on commencement	\$474.60	\$12.49	\$18.74	\$24.98	\$31.23	\$18.74
Wholesale employee - after 3 months	\$480.40	\$12.64	\$18.96	\$25.28	\$31.60	\$18.96
Wholesale employee - after 12 months	\$485.85	\$12.79	\$19.19	\$25.58	\$31.98	\$19.19

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	\$24.98	\$14.05	\$14.36	\$16.24	\$24.98
Storeworker - after 3 months	\$25.28	\$14.22	\$14.54	\$16.43	\$25.28
Storeworker - after 12 months	\$25.58	\$14.39	\$14.71	\$16.63	\$25.58
Wholesale employee - on commencement	\$24.98	\$14.05	\$14.36	\$16.24	\$24.98
Wholesale employee - after 3 months	\$25.28	\$14.22	\$14.54	\$16.43	\$25.28
Wholesale employee - after 12 months	\$25.58	\$14.39	\$14.71	\$16.63	\$25.58

## 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	\$569.52	\$14.99	\$22.49	\$29.98	\$37.48	\$22.49
Storeworker - after 3 months	\$576.48	\$15.17	\$22.76	\$30.34	\$37.93	\$22.76
Storeworker - after 12 months	\$583.02	\$15.34	\$23.01	\$30.68	\$38.35	\$23.01
Wholesale employee - on commencement	\$569.52	\$14.99	\$22.49	\$29.98	\$37.48	\$22.49
Wholesale employee - after 3 months	\$576.48	\$15.17	\$22.76	\$30.34	\$37.93	\$22.76
Wholesale employee - after 12 months	\$583.02	\$15.34	\$23.01	\$30.68	\$38.35	\$23.01

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	\$29.98	\$16.86	\$17.24	\$19.49	\$29.98
Storeworker - after 3 months	\$30.34	\$17.07	\$17.45	\$19.72	\$30.34
Storeworker - after 12 months	\$30.68	\$17.26	\$17.64	\$19.94	\$30.68
Wholesale employee - on commencement	\$29.98	\$16.86	\$17.24	\$19.49	\$29.98
Wholesale employee - after 3 months	\$30.34	\$17.07	\$17.45	\$19.72	\$30.34
Wholesale employee - after 12 months	\$30.68	\$17.26	\$17.64	\$19.94	\$30.68

## 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	\$664.44	\$17.49	\$26.24	\$34.98	\$43.73	\$26.24
Storeworker - after 3 months	\$672.56	\$17.70	\$26.55	\$35.40	\$44.25	\$26.55
Storeworker - after 12 months	\$680.19	\$17.90	\$26.85	\$35.80	\$44.75	\$26.85
Wholesale employee - on commencement	\$664.44	\$17.49	\$26.24	\$34.98	\$43.73	\$26.24
Wholesale employee - after 3 months	\$672.56	\$17.70	\$26.55	\$35.40	\$44.25	\$26.55
Wholesale employee - after 12 months	\$680.19	\$17.90	\$26.85	\$35.80	\$44.75	\$26.85

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	\$34.98	\$19.68	\$20.11	\$22.74	\$34.98
Storeworker - after 3 months	\$35.40	\$19.91	\$20.36	\$23.01	\$35.40
Storeworker - after 12 months	\$35.80	\$20.14	\$20.59	\$23.27	\$35.80
Wholesale employee - on commencement	\$34.98	\$19.68	\$20.11	\$22.74	\$34.98
Wholesale employee - after 3 months	\$35.40	\$19.91	\$20.36	\$23.01	\$35.40
Wholesale employee - after 12 months	\$35.80	\$20.14	\$20.59	\$23.27	\$35.80



## Junior - Casual - Under 16 years

Table 1 of 2

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours)	Sunday - ordinary hours	Public holiday - ordinary hours	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Storeworker - on commencement	\$12.49	\$17.48	\$22.48	\$27.47	\$17.48	\$22.48
Storeworker - after 3 months	\$12.64	\$17.69	\$22.75	\$27.80	\$17.69	\$22.75
Storeworker - after 12 months	\$12.79	\$17.90	\$23.02	\$28.13	\$17.90	\$23.02
Wholesale employee - on commencement	\$12.49	\$17.48	\$22.48	\$27.47	\$17.48	\$22.48
Wholesale employee - after 3 months	\$12.64	\$17.69	\$22.75	\$27.80	\$17.69	\$22.75
Wholesale employee - after 12 months	\$12.79	\$17.90	\$23.02	\$28.13	\$17.90	\$23.02

Table 2 of 2

Classification	Early morning shift	Afternoon shift	Night shift	Less than 10 hour break between shifts	Overtime - Sunday	Overtime - public holiday
Storeworker - on commencement	\$13.74	\$13.99	\$15.48	\$22.48	\$19.98	\$24.98
Storeworker - after 3 months	\$13.90	\$14.15	\$15.67	\$22.75	\$20.22	\$25.28
Storeworker - after 12 months	\$14.07	\$14.32	\$15.86	\$23.02	\$20.46	\$25.58
Wholesale employee - on commencement	\$13.74	\$13.99	\$15.48	\$22.48	\$19.98	\$24.98
Wholesale employee - after 3 months	\$13.90	\$14.15	\$15.67	\$22.75	\$20.22	\$25.28
Wholesale employee - after 12 months	\$14.07	\$14.32	\$15.86	\$23.02	\$20.46	\$25.58

## Junior - Casual - 16 years

Table 1 of 2

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours)	Sunday - ordinary hours	Public holiday - ordinary hours	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Storeworker - on commencement	\$15.61	\$21.86	\$28.10	\$34.35	\$21.86	\$28.10
Storeworker - after 3 months	\$15.80	\$22.12	\$28.44	\$34.76	\$22.12	\$28.44
Storeworker - after 12 months	\$15.99	\$22.38	\$28.78	\$35.17	\$22.38	\$28.78
Wholesale employee - on commencement	\$15.61	\$21.86	\$28.10	\$34.35	\$21.86	\$28.10
Wholesale employee - after 3 months	\$15.80	\$22.12	\$28.44	\$34.76	\$22.12	\$28.44
Wholesale employee - after 12 months	\$15.99	\$22.38	\$28.78	\$35.17	\$22.38	\$28.78

Table 2 of 2

Classification	Early morning shift	Afternoon shift	Night shift	Less than 10 hour break between shifts	Overtime - Sunday	Overtime - public holiday
Storeworker - on commencement	\$17.17	\$17.49	\$19.36	\$28.10	\$24.98	\$31.23
Storeworker - after 3 months	\$17.38	\$17.70	\$19.59	\$28.44	\$25.28	\$31.60
Storeworker - after 12 months	\$17.59	\$17.91	\$19.82	\$28.78	\$25.58	\$31.98
Wholesale employee - on commencement	\$17.17	\$17.49	\$19.36	\$28.10	\$24.98	\$31.23
Wholesale employee - after 3 months	\$17.38	\$17.70	\$19.59	\$28.44	\$25.28	\$31.60
Wholesale employee - after 12 months	\$17.59	\$17.91	\$19.82	\$28.78	\$25.58	\$31.98

## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours)	Sunday - ordinary hours	Public holiday - ordinary hours	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Storeworker - on commencement	\$18.74	\$26.23	\$33.73	\$41.22	\$26.23	\$33.73
Storeworker - after 3 months	\$18.96	\$26.55	\$34.13	\$41.72	\$26.55	\$34.13
Storeworker - after 12 months	\$19.18	\$26.85	\$34.52	\$42.19	\$26.85	\$34.52
Wholesale employee - on commencement	\$18.74	\$26.23	\$33.73	\$41.22	\$26.23	\$33.73
Wholesale employee - after 3 months	\$18.96	\$26.55	\$34.13	\$41.72	\$26.55	\$34.13
Wholesale employee - after 12 months	\$19.18	\$26.85	\$34.52	\$42.19	\$26.85	\$34.52

Table 2 of 2

Classification	Early morning shift	Afternoon shift	Night shift	Less than 10 hour break between shifts	Overtime - Sunday	Overtime - public holiday
Storeworker - on commencement	\$20.61	\$20.99	\$23.23	\$33.73	\$29.98	\$37.48
Storeworker - after 3 months	\$20.86	\$21.24	\$23.51	\$34.13	\$30.34	\$37.93
Storeworker - after 12 months	\$21.09	\$21.48	\$23.78	\$34.52	\$30.68	\$38.35
Wholesale employee - on commencement	\$20.61	\$20.99	\$23.23	\$33.73	\$29.98	\$37.48
Wholesale employee - after 3 months	\$20.86	\$21.24	\$23.51	\$34.13	\$30.34	\$37.93
Wholesale employee - after 12 months	\$21.09	\$21.48	\$23.78	\$34.52	\$30.68	\$38.35

## Junior - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Saturday (agreement to work ordinary hours)	Sunday - ordinary hours	Public holiday - ordinary hours	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Storeworker - on commencement	\$21.86	\$30.61	\$39.35	\$48.10	\$30.61	\$39.35
Storeworker - after 3 months	\$22.13	\$30.98	\$39.83	\$48.68	\$30.98	\$39.83
Storeworker - after 12 months	\$22.38	\$31.33	\$40.28	\$49.23	\$31.33	\$40.28
Wholesale employee - on commencement	\$21.86	\$30.61	\$39.35	\$48.10	\$30.61	\$39.35
Wholesale employee - after 3 months	\$22.13	\$30.98	\$39.83	\$48.68	\$30.98	\$39.83
Wholesale employee - after 12 months	\$22.38	\$31.33	\$40.28	\$49.23	\$31.33	\$40.28

Table 2 of 2

Classification	Early morning shift	Afternoon shift	Night shift	Less than 10 hour break between shifts	Overtime - Sunday	Overtime - public holiday
Storeworker - on commencement	\$24.05	\$24.49	\$27.11	\$39.35	\$34.98	\$43.73
Storeworker - after 3 months	\$24.34	\$24.78	\$27.44	\$39.83	\$35.40	\$44.25
Storeworker - after 12 months	\$24.61	\$25.06	\$27.75	\$40.28	\$35.80	\$44.75
Wholesale employee - on commencement	\$24.05	\$24.49	\$27.11	\$39.35	\$34.98	\$43.73
Wholesale employee - after 3 months	\$24.34	\$24.78	\$27.44	\$39.83	\$35.40	\$44.25
Wholesale employee - after 12 months	\$24.61	\$25.06	\$27.75	\$40.28	\$35.80	\$44.75

## Allowances

Allowances	Rate
Cold work allowance - from -15.6°C (4°F) down to -18.9°C (-2°F)	\$1.04 per hour or part thereof
Cold work allowance - less than -18.9°C (-2°F) down to -23.3°C (-10°F)	\$1.56 per hour or part thereof
Cold work allowance - less than -23.3°C (-10°F)	\$2.08 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 \$1,121.00 for each set
First aid allowance	\$0.41 per hour up to a maximum of \$15.57 per week
First aid course reimbursement	reimbursement for the cost of approved books, manuals and out-of-pocket expenses
Meal allowance	\$20.90
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