

Fast Food Modern Award - Transitional Rates and Penalties for NT



Classification	FF Level 1 v Retail Worker Grade 1
State	NT
Pre-reform Instrument	National Fast Food Retail Award 2000
Business formed before 26-Mar-06	NO
Other Coverage Factors	N/A
Rates effective - f.p.p.c after	1-Jul-12

The wage rates set out in this spread sheet will apply to your employees provided the Modern Award Classification is in line with the Pre-Modern Award Classification, as set out in the Classification Matching table below -

CLASSIFICATION MATCHING	
Modern Award Classification	Pre-Modern Award Classification
Fast Food Employee Level 1 B.1.1 An employee engaged in the preparation, the receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or beverages which are sold to the public primarily to take away or in food courts in shopping centres. B.1.2 A Fast Food Employee Level 1 will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning and cleaning of toilets.	Retail Worker Grade 1 An employee engaged in all or any of the following functions which may include but is not limited to: In or about a shop receiving goods; preparing for sale goods; displaying, shelf filling, replenishing, price entering; making demonstrations; promoting goods; selling goods by any means; providing customer services; recording by any means a sale; wrapping and/or preparing goods for dispatch; despatching goods (including transferring goods between stores and shops; and supply of food and beverages).

Rates of Pay

PERMANENT - Full-time & Part-time Employees		Mon-Fri (6am-9pm)	Mon-Fri (9pm-M/night)	Mon-Fri (M/night-6am)	Saturday (all day)	Sunday (all day)	Public Holidays
Modern Award Classification	Pre-Modern Award Classification	100%	106%	109%	115%	130%	190%
Fast Food Employee Level 1	Retail Worker Grade 1						
	Adult	\$ 17.53	\$ 18.58	\$ 19.11	\$ 20.16	\$ 22.79	\$ 33.31
	20 years of age	\$ 16.48	\$ 17.47	\$ 17.96	\$ 18.95	\$ 21.42	\$ 31.31
	19 years of age	\$ 14.72	\$ 15.60	\$ 16.05	\$ 16.93	\$ 19.14	\$ 27.97
	18 years of age	\$ 12.96	\$ 13.74	\$ 14.13	\$ 14.90	\$ 16.85	\$ 24.62
	17 years of age	\$ 11.20	\$ 11.87	\$ 12.21	\$ 12.88	\$ 14.56	\$ 21.28
	16 years of age	\$ 9.44	\$ 10.00	\$ 10.29	\$ 10.85	\$ 12.27	\$ 17.93
	under 16 years of age	\$ 8.32	\$ 8.82	\$ 9.07	\$ 9.56	\$ 10.81	\$ 15.80
CASUAL EMPLOYEES		Mon-Fri (6am-9pm)	Mon-Fri (9pm-M/night)	Mon-Fri (M/night-6am)	Saturday (all day)	Sunday (all day)	Public Holidays
Casual Loading - 23%		123%	129%	132%	138%	153%	213%
Fast Food Employee Level 1	Retail Worker Grade 1						
	Adult	\$ 21.56	\$ 22.61	\$ 23.14	\$ 24.19	\$ 26.82	\$ 37.34
	20 years of age	\$ 20.27	\$ 21.26	\$ 21.75	\$ 22.74	\$ 25.21	\$ 35.10
	19 years of age	\$ 18.11	\$ 18.99	\$ 19.43	\$ 20.31	\$ 22.52	\$ 31.35
	18 years of age	\$ 15.94	\$ 16.72	\$ 17.11	\$ 17.89	\$ 19.83	\$ 27.61
	17 years of age	\$ 13.77	\$ 14.45	\$ 14.78	\$ 15.45	\$ 17.13	\$ 23.85
	16 years of age	\$ 11.61	\$ 12.18	\$ 12.46	\$ 13.02	\$ 14.44	\$ 20.10
	under 16 years of age	\$ 10.23	\$ 10.73	\$ 10.98	\$ 11.48	\$ 12.73	\$ 17.72

* **Over**time = Time and a Half (150%) for the first 2 hours and Double Time (200%) thereafter except Sundays which is Double Time (200%) and Public holidays which is Double Time and a Half (250%) for all hours.

Allowances

Clause	Allowance Type	Description	Effective Date	Rate
19.1	Meal Allowance	An employee required to work more than one hour of overtime after the employee's ordinary time of ending work, without being given 24 hours' notice, will be either provided with a meal or paid a meal allowance	01.07.12	\$11.40 per meal
19.2	Laundry Allowance	Where an employee is required to launder any special uniform, dress or other clothing, the employee will be paid the following applicable allowance	29.01.11	\$6.25 per week or \$1.25 per shift
19.6	Motor Vehicle	Where an employer requests an employee to use their own motor vehicle in the performance of their duties such employee will be paid an allowance	01.07.12	\$0.75 per km

Note - the changes to the award rates coincides with the further transition towards revised night, weekend and shiftwork penalties. Using these new pay rates and penalties may in some rare cases result in a reduction in take home weekly pay. In such a case the employee would be within their rights in such a situation to request a 'take home pay order' from FWA to ensure that their take home pay did not decrease. It is therefore important to contact ER strategies on 1300 55 66 37 before implementing the rates and penalties in a way that will reduce an employee's weekly take home pay.

IMPORTANT - Please note that the above classification groupings are approximate only. Please check the definitions in the table below to confirm these groupings are appropriate for your business. Contact the ER Strategies Telephone Advisory Service in 1300 55 66 37 if further assistance is required.
IMPORTANT - This table has been prepared for the benefit and convenience of our clients. Whilst we have taken care in the preparation of this table, we cannot be held responsible for any errors it may contain. You are urged to check our calculations with Fair Work Ombudsman at www.fairwork.gov.au.