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## AWARD SUMMARY SHEET

### STORAGE SERVICES AND WHOLESALE AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

**This is a summary of the award only. A copy of the full award is available at [www.fwc.gov.au](http://www.fwc.gov.au)**

A full copy of the National Employment Standards is available at [www.fairwork.gov.au](http://www.fairwork.gov.au)

These wage rates are payable from the **first full pay period commencing on or after 1 July 2019**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

#### **Coverage**

This industry award covers employers throughout Australia in the storage services and wholesale industry and their employees in the classifications listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision, **storage services and wholesale industry** means:

- i. the receiving, handling, storing, freezing, refrigerating, bottling, packing, preparation for sale, sorting, loading, dispatch, delivery, or sale by wholesale, of produce, goods or merchandise as well as activities and processes connected, incidental or ancillary.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

## Wage Rates

### Adult (19 years of age and over)

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$791.30	\$20.82	\$31.23	\$41.64	\$52.05
Storeworker grade 1 After 3 months	\$801.30	\$21.09	\$31.64	\$42.18	\$52.73
Storeworker grade 1 After 12 months	\$810.90	\$21.34	\$32.01	\$42.68	\$53.35
Storeworker grade 2	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85
Storeworker grade 3	\$842.50	\$22.17	\$33.26	\$44.34	\$55.43
Storeworker grade 4	\$867.20	\$22.82	\$34.23	\$45.64	\$57.05
Wholesale employee level 1 On commencement	\$791.30	\$20.82	\$31.23	\$41.64	\$52.05
Wholesale employee level 1 After 3 months	\$801.30	\$21.09	\$31.64	\$42.18	\$52.73
Wholesale employee level 1 After 12 months	\$810.90	\$21.34	\$32.01	\$42.68	\$53.35
Wholesale employee level 2	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85
Wholesale employee level 3	\$842.50	\$22.17	\$33.26	\$44.34	\$55.43
Wholesale employee level 4	\$867.20	\$22.82	\$34.23	\$45.64	\$57.05

Casual Employees				
Classification	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$26.03	\$36.44	\$46.85	\$57.26
Storeworker grade 1 After 3 months	\$26.36	\$36.91	\$47.45	\$58.00
Storeworker grade 1 After 12 months	\$26.68	\$37.35	\$48.02	\$58.69
Storeworker grade 2	\$26.93	\$37.70	\$48.47	\$59.24
Storeworker grade 3	\$27.71	\$38.80	\$49.88	\$60.97
Storeworker grade 4	\$28.53	\$39.94	\$51.35	\$62.76
Wholesale employee level 1 On commencement	\$26.03	\$36.44	\$46.85	\$57.26
Wholesale employee level 1 After 3 months	\$26.36	\$36.91	\$47.45	\$58.00
Wholesale employee level 1 After 12 months	\$26.68	\$37.35	\$48.02	\$58.69
Wholesale employee level 2	\$26.93	\$37.70	\$48.47	\$59.24
Wholesale employee level 3	\$27.71	\$38.80	\$49.88	\$60.97
Wholesale employee level 4	\$28.53	\$39.94	\$51.35	\$62.76

**18 years of age**

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$553.91	\$14.58	\$21.87	\$29.16	\$36.45
Storeworker grade 1 After 3 months	\$560.91	\$14.76	\$22.14	\$29.52	\$36.90
Storeworker grade 1 After 12 months	\$567.63	\$14.94	\$22.41	\$29.88	\$37.35
Wholesale employee level 1 On commencement	\$553.91	\$14.58	\$21.87	\$29.16	\$36.45
Wholesale employee level 1 After 3 months	\$560.91	\$14.76	\$22.14	\$29.52	\$36.90
Wholesale employee level 1 After 12 months	\$567.63	\$14.94	\$22.41	\$29.88	\$37.35

Casual Employees				
Classification	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$18.23	\$25.52	\$32.81	\$40.10
Storeworker grade 1 After 3 months	\$18.45	\$25.83	\$33.21	\$40.59
Storeworker grade 1 After 12 months	\$18.68	\$26.15	\$33.62	\$41.09
Wholesale employee level 1 On commencement	\$18.23	\$25.52	\$32.81	\$40.10
Wholesale employee level 1 After 3 months	\$18.45	\$25.83	\$33.21	\$40.59
Wholesale employee level 1 After 12 months	\$18.68	\$26.15	\$33.62	\$41.09

**17 years of age**

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$474.78	\$12.49	\$18.74	\$24.98	\$31.23
Storeworker grade 1 After 3 months	\$480.78	\$12.65	\$18.98	\$25.30	\$31.63
Storeworker grade 1 After 12 months	\$486.54	\$12.80	\$19.20	\$25.60	\$32.00
Wholesale employee level 1 On commencement	\$474.78	\$12.49	\$18.74	\$24.98	\$31.23
Wholesale employee level 1 After 3 months	\$480.78	\$12.65	\$18.98	\$25.30	\$31.63
Wholesale employee level 1 After 12 months	\$486.54	\$12.80	\$19.20	\$25.60	\$32.00

Casual Employees				
Classification	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$15.61	\$21.86	\$28.10	\$34.35
Storeworker grade 1 After 3 months	\$15.81	\$22.14	\$28.46	\$34.79
Storeworker grade 1 After 12 months	\$16.00	\$22.40	\$28.80	\$35.20
Wholesale employee level 1 On commencement	\$15.61	\$21.86	\$28.10	\$34.35
Wholesale employee level 1 After 3 months	\$15.81	\$22.14	\$28.46	\$34.79
Wholesale employee level 1 After 12 months	\$16.00	\$22.40	\$28.80	\$35.20

**16 years of age**

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$395.65	\$10.41	\$15.62	\$20.82	\$26.03
Storeworker grade 1 After 3 months	\$400.65	\$10.54	\$15.81	\$21.08	\$26.35
Storeworker grade 1 After 12 months	\$405.45	\$10.67	\$16.01	\$21.34	\$26.68
Wholesale employee level 1 On commencement	\$395.65	\$10.41	\$15.62	\$20.82	\$26.03
Wholesale employee level 1 After 3 months	\$400.65	\$10.54	\$15.81	\$21.08	\$26.35
Wholesale employee level 1 After 12 months	\$405.45	\$10.67	\$16.01	\$21.34	\$26.68

Casual Employees				
Classification	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$13.01	\$18.22	\$23.42	\$28.63
Storeworker grade 1 After 3 months	\$13.18	\$18.45	\$23.72	\$28.99
Storeworker grade 1 After 12 months	\$13.34	\$18.67	\$24.01	\$29.34
Wholesale employee level 1 On commencement	\$13.01	\$18.22	\$23.42	\$28.63
Wholesale employee level 1 After 3 months	\$13.18	\$18.45	\$23.72	\$28.99
Wholesale employee level 1 After 12 months	\$13.34	\$18.67	\$24.01	\$29.34

**Under 16 years of age**

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$316.52	\$8.33	\$12.50	\$16.66	\$20.83
Storeworker grade 1 After 3 months	\$320.52	\$8.43	\$12.65	\$16.86	\$21.08
Storeworker grade 1 After 12 months	\$324.36	\$8.54	\$12.81	\$17.08	\$21.35
Wholesale employee level 1 On commencement	\$316.52	\$8.33	\$12.50	\$16.66	\$20.83
Wholesale employee level 1 After 3 months	\$320.52	\$8.43	\$12.65	\$16.86	\$21.08
Wholesale employee level 1 After 12 months	\$324.36	\$8.54	\$12.81	\$17.08	\$21.35

Casual Employees				
Classification	Mon-Fri 7am-5:30pm	Saturday	Sunday	Public Holiday
Storeworker grade 1 On commencement	\$10.41	\$14.58	\$18.74	\$22.91
Storeworker grade 1 After 3 months	\$10.54	\$14.75	\$18.97	\$23.18
Storeworker grade 1 After 12 months	\$10.68	\$14.95	\$19.22	\$23.49
Wholesale employee level 1 On commencement	\$10.41	\$14.58	\$18.74	\$22.91
Wholesale employee level 1 After 3 months	\$10.54	\$14.75	\$18.97	\$23.18
Wholesale employee level 1 After 12 months	\$10.68	\$14.95	\$19.22	\$23.49

**Classification**

<p><b>Storeworker grade 1</b></p>	<p><b>Point of entry</b></p> <p>New employee.</p> <p><b>Skills/duties</b></p> <ul style="list-style-type: none"> <li>i. Responsible for the quality of their own work subject to detailed direction.</li> <li>ii. Works in a team environment and/or under routine supervision.</li> <li>iii. Undertakes duties in a safe and responsible manner.</li> <li>iv. Exercises discretion within their level of skills and training.</li> <li>v. Possesses basic interpersonal and communication skills.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. storing and packing of goods and materials in accordance with appropriate procedures and/or regulations;</li> </ul>
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	<ul style="list-style-type: none"> <li>ii. preparation and receipt of appropriate documentation including liaison with suppliers;</li> <li>iii. allocating and retrieving goods from specific warehouse areas;</li> <li>iv. basic operation of computer terminal or similar equipment;</li> <li>v. periodic stock-checks;</li> <li>vi. responsible for housekeeping in own work environment; and</li> <li>vii. use of non-licensed material handling equipment.</li> </ul> <p><b>Steel Distributing employees:</b></p> <ul style="list-style-type: none"> <li>viii. Basic repair and preparation for use of pallets;</li> <li>ix. maintaining the work area housekeeping;</li> <li>x. assisting etc. (basic);</li> <li>xi. crane chasing (basic);</li> <li>xii. crane operating (basic);</li> <li>xiii. fork-lift driving (basic);</li> <li>xiv. manual strapping and packing;</li> <li>xv. receiving goods, assembling orders, picking for processing (basic);</li> <li>xvi. ensuring good order of equipment (maintenance, trouble shooting) (basic);</li> <li>xvii. handling paperwork;</li> <li>xviii. setting up and operating a simple machine (saw, cropper, punch, straightline cutter); and</li> <li>xix. driving A (trucks, non-articulated vehicles up to 4.5 tonnes, GVM).</li> </ul>
<p><b>Storeworker grade 2</b></p>	<p><b>Points of entry</b></p> <ul style="list-style-type: none"> <li>i. Storeworker grade 1.</li> <li>ii. Proven and demonstrated skills (including as appropriate, appropriate certification) to the level required of this grade.</li> </ul> <p><b>Skills/duties</b></p> <ul style="list-style-type: none"> <li>i. Able to understand detailed instructions and work from procedures.</li> <li>ii. Able to co-ordinate work in a team environment under limited supervision.</li> <li>iii. Responsible for quality of their own work.</li> <li>iv. Possesses sound interpersonal and communication skills.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. licensed operation of all appropriate materials handling equipment;</li> <li>ii. use of tools and equipment within the warehouse (basic non-trades maintenance); and</li> <li>iii. computer terminal operation at a level higher than that of an employee at Storeworker grade 1.</li> </ul> <p><b>Steel Distributing employees:</b></p> <ul style="list-style-type: none"> <li>iv. driving B (trucks);</li> <li>v. crane chasing (advanced);</li> <li>vi. crane operating (advanced);</li> <li>vii. fork-lift driving (advanced);</li> </ul>

	<ul style="list-style-type: none"> <li>viii. receiving goods, assembling orders, picking for processing (advanced);</li> <li>ix. assisting (advanced);</li> <li>x. ensuring good order of equipment (maintenance, trouble shooting) (advanced); and</li> <li>xi. setting up and operating a mid-range machine (automatic saw, guillotine).</li> </ul>
<p><b>Storeworker grade 3</b></p>	<p><b>Points of entry</b></p> <ul style="list-style-type: none"> <li>i. Storeworker grade 2.</li> <li>ii. Proven and demonstrated skills (including as appropriate, appropriate certification) to the level required of this grade.</li> </ul> <p><b>Skills/duties</b></p> <ul style="list-style-type: none"> <li>i. Understands and is responsible for quality control standards.</li> <li>ii. Possesses an advanced level of interpersonal and communication skills.</li> <li>iii. Competent keyboard skills.</li> <li>iv. Sound working knowledge of all warehousing/stores duties performed at levels below this grade, exercises discretion within scope of this grade.</li> <li>v. May perform work requiring minimal supervision either individually or in a team environment.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>vi. use of a computer terminal for purposes such as the maintenance of a deposit storage system, information input/retrieval, etc. at a level higher than grade 2;</li> <li>vii. operation of all materials handling equipment under licence;</li> <li>viii. development and refinement of a store layout including proper location of goods and their receipt and dispatch; and</li> <li>ix. employee who is responsible for the supervision of and the responsibility for the conduct of work of up to 10 employees.</li> </ul> <p><b>Steel Distributing employees:</b></p> <ul style="list-style-type: none"> <li>x. setting up and operating a complex machine (plasma cutter, profile cutter); and</li> <li>xi. driving C (trucks).</li> </ul>
<p><b>Storeworker grade 4</b></p>	<p><b>Points of entry</b></p> <ul style="list-style-type: none"> <li>i. Storeworker grade 3.</li> <li>ii. Proven and demonstrated skills to the level required of this grade.</li> </ul>

	<p><b>Skills/duties</b></p> <ul style="list-style-type: none"> <li>i. Implements quality control techniques and procedures.</li> <li>ii. Understands and is responsible for a warehouse or a large section of a warehouse.</li> <li>iii. Highly developed level of interpersonal and communication skills.</li> <li>iv. Ability to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and induction.</li> <li>v. Exercises discretion within the scope of this grade.</li> <li>vi. Exercises skills attained through the successful completion of an appropriate warehousing certificate.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. liaising with management, suppliers and customers with respect to stores operations;</li> <li>ii. detailing and co-ordinating activities of other storeworkers and acting in a leading hand capacity for in excess of 10 storeworkers; and</li> <li>iii. maintaining control registers including inventory control and being responsible for the preparation and reconciliation of regular reports or stock movement, dispatches, etc.</li> </ul> <p><b>Steel Distributing employees:</b></p> <ul style="list-style-type: none"> <li>iv. setting up and operating a very complex machine (NC plasma cutter, NC profile cutter, slitter, shearline).</li> </ul>
<p><b>Wholesale employee level 1</b></p>	<p>An employee performing one or more of the following functions at a wholesale establishment:</p> <ul style="list-style-type: none"> <li>i. the receiving and preparation for sale and/or display of goods;</li> <li>ii. the pre-packing or packing, weighing, assembling, pricing or preparing of goods or provisions or produce for sale;</li> <li>iii. the display, shelf filling, replenishing or any other method of exposure or presentation for sale of goods;</li> <li>iv. the sale or hire of goods by any means;</li> <li>v. the receiving, arranging or making payment by any means;</li> <li>vi. the recording by any means of a sale or sales;</li> <li>vii. the wrapping or packing of goods for dispatch and the dispatch of goods;</li> <li>viii. the delivery of goods;</li> <li>ix. loss prevention;</li> <li>x. demonstration of goods for sale;</li> <li>xi. the provision of information, advice and assistance to customers;</li> <li>xii. the receipt, preparation, packing of goods for repair or replacement and the minor repair of goods; and/or</li> <li>xiii. work which is incidental to or in connection with any of the above.</li> </ul>



	<p>Wholesale employees will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning.</p>
<p><b>Wholesale employee level 2</b></p>	<p>An employee performing work at a wholesale establishment at a higher skill level than a Wholesale employee level 1.</p> <p>Indicative job titles which are usually within the definition of a Wholesale employee level 2 include:</p> <ul style="list-style-type: none"> <li>i. Fork-lift operator;</li> <li>ii. Ride-on equipment operator.</li> </ul>
<p><b>Wholesale employee level 3</b></p>	<p>An employee performing work at a wholesale establishment at a higher level than a Wholesale employee level 2.</p> <p>Indicative of the tasks which might be required at this level are the following:</p> <ul style="list-style-type: none"> <li>i. supervisory assistance to a designated section manager or team leader;</li> <li>ii. opening and closing of premises and associated security; or</li> <li>iii. security of cash.</li> </ul>
<p><b>Wholesale employee level 4</b></p>	<p>An employee performing work at a wholesale establishment at a higher level than a Wholesale employee level 3.</p> <p>Indicative of the tasks which might be required at this level are the following:</p> <ul style="list-style-type: none"> <li>i. management of a defined section/department;</li> <li>ii. supervision of staff;</li> <li>iii. stock control; or</li> <li>iv. buying/ordering requiring the exercise of discretion as to price, quantity, quality etc.</li> </ul>