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3.5% WAGE LIFT TO LPO EMPLOYEES

In June 2025, the Fair Work Commission announced a 3.5% increase to minimum wages. 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 July 2025.

The new minimum wage rates for employees covered by the General Retail Industry Award 2020 from 1 July 2025 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	\$1,008.90	\$26.55	\$33.19
Retail Employee Level 2	\$1032.00	\$27.16	\$33.95
Retail Employee Level 3	\$1048.00	\$27.58	\$34.48
Retail Employee Level 4	\$1068.40	\$28.12	\$35.15
Retail Employee Level 5	\$1112.30	\$29.27	\$36.59
Retail Employee Level 6	\$1128.50	\$29.70	\$37.13
Retail Employee Level 7	\$1185.10	\$31.19	\$38.99
Retail Employee Level 8	\$1233.20	\$32.45	\$40.56

- You can download a copy of the Pay Guide for the General Retail Industry Award via our website cwu.org.au

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!