

Optus Retail Agreement 2023

Updated Minimum Pay Rates and Allowances

July 2025

This document sets out the new minimum rates of pay and allowances under the Optus Retail Agreement 2023 (Agreement) for July 2025.

Increases to minimum pay rates¹

In accordance with clause 13.1 of the Agreement, the minimum base salary set out in clause 11.1 are to be increased by the March 2024/25 CPI rate (2.4%).

The new minimum pay rates effective from the first full pay period on or after 1 July 2025 (i.e. 1 July 2025) will be as follows.

Job Classification	Minimum rates	
	Base Salary (per annum)	Hourly rate
Retail Consultant	\$55,022	\$27.85
Specialist Retail Consultant – including but not limited to: <ul style="list-style-type: none">ConciergeBusiness Consultant	\$59,809	\$30.27
Assistant Store Manager	\$64,483	\$32.64

Store Managers

The new minimum pay rates effective from the first full pay period on or after 1 July 2025 will be as follows:

Job Classification	Minimum rates (per annum)
Store Manager 1	\$84,078
Store Manager 2	\$91,889
Store Manager 3	\$100,036

¹ Note, the tables in this document present the minimum rates required under the Optus Retail Agreement 2023 only. The actual rates that will be applied by Optus to employees covered by the Agreement may be higher.

Allowances

The below table sets out the rates to be applied effective at the start of the first full pay period on or after 1 July 2025.

Agreement clause	Type of allowance	Rate
16.1	Higher duties (Retail Consultant performing duties of Specialist Retail Consultant)	\$2.42 per hour
17.1	First Aid allowance	\$13.89 per week
17.2	Meal allowance – Overtime of more than 1 hour without 24 hours' notice or a meal being provided. Does not apply if employee could reasonably return home for a meal within the meal break	\$23.59 per occasion
17.2	Further meal allowance – Overtime exceeds 4 hours	\$21.39 per occasion
17.7	Broken Hill allowance	\$1.20 per hour
22	Laundry allowance	\$6.25 per week (full-time) or \$1.25 per shift (part-time or casual)

Schedule 2: Store Manager rates

The below table sets out the rates to be applied effective 1 July 2025:

Agreement clause	Description	Rate
Sch 2, clause 4.2 (a) and 5.2 (a)	SM Excess Hours Loading	\$2.00 per hour
Sch 2, clause 4.2 (b) and 5.2 (b)	SM Overtime Payment (Mon – Sun)	\$59.40 per hour
	SM Overtime Payment (Public Holiday)	\$74.25 per hour