






# Changes to penalty rates

As we do each year, we will let you know the new rates to pay your employees before 1 July each year, taking into account the reduced public holiday penalty rate.

For more information about the changes, email [comms@employensure.com.au](mailto:comms@employensure.com.au) or call 1300 832 795 to speak with a specialist.

Industry Award	Permanent employees	Casual employees
 <p><b>GENERAL RETAIL INDUSTRY AWARD</b></p>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 200% to 150%</li> <li>• Public holiday penalties reduced from 250% to 225%</li> </ul>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 200% to 175%</li> <li>• Public holiday penalties reduced from 275% to 250%</li> </ul>
 <p><b>HOSPITALITY INDUSTRY (GENERAL) AWARD</b></p>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 175% to 150%</li> <li>• Public holiday penalties reduced from 250% to 225%</li> </ul>	<ul style="list-style-type: none"> <li>• Sunday penalties will remain unchanged at 175%</li> <li>• Public holiday penalties reduced from 275% to 250%</li> </ul>
 <p><b>FAST FOOD INDUSTRY AWARD</b></p>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 150% to 125% (level one employees only)</li> <li>• Public holiday penalties reduced from 250% to 225%</li> </ul>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 175% to 150% (level one employees only)</li> <li>• Public holiday penalties reduced from 275% to 250%</li> </ul>
 <p><b>PHARMACY INDUSTRY AWARD</b></p>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 200% to 150% (7.00am – 9.00pm only)</li> <li>• Public holiday penalties reduced from 250% to 225%</li> </ul>	<ul style="list-style-type: none"> <li>• Sunday penalties reduced from 200% to 175% (7.00am – 9.00pm only)</li> <li>• Public holiday penalties reduced from 275% to 250%</li> </ul>
 <p><b>RESTAURANT INDUSTRY AWARD</b></p>	<ul style="list-style-type: none"> <li>• Sunday penalties will remain unchanged at 150%</li> <li>• Public holiday penalties reduced from 250% to 225%</li> </ul>	<ul style="list-style-type: none"> <li>• Sunday penalties remain unchanged at 150% (for level one and two employees) and 175% (for level three to six employees)</li> <li>• Public holiday penalties remain unchanged at 250%</li> </ul>