



Shop Distributive and Allied Employees' Association

**THE UNION FOR WORKERS IN
RETAIL. FAST FOOD. WAREHOUSING.**

Annual Wage Review 2021-22

Submission in Reply

Shop, Distributive and Allied Employees' Association

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Introduction

1. The Shop Distributive and Allied Employees' Association (SDA) makes this submission in response to paragraph 9 of the Full Bench's Statement dated 28 May 2022.¹
2. The SDA reiterates its previous submissions in this matter, dated 10 May 2022 and 1 April 2022.
3. The SDA makes the following submission.

Wage Increase from 1 July 2022

4. The SDA notes that AiG, ACCI and ABI requested timing broadly consistent with last year.² This would result in again having delayed wage increases for many award-reliant workers.
5. The SDA opposes any continuation of delaying the 1 July wage increase in 2022. There are no "exceptional circumstances" that require such a delay. The SDA reiterates that the retail industry has been experiencing strong economic recovery.³ Yet, many retail workers struggle with cost-of-living pressures such as housing and rental affordability.⁴ Any delay to the annual wage increase would be a disappointing and unjustified result for these workers.
6. The SDA reiterates:

"With CPI inflation rising to 5.1% in the March quarter and predicted to rise to 6% by the end of the year and settle at a high 4.25% in June 2023⁵ before the next annual wage review, there is simply no time to waste in helping retail workers cope with rising living costs. There is no justification to delay an increase beyond 1st July 2022."⁶

Hair and Beauty Industry Award increase

7. The SDA also notes that the Annual Wage Review 2021 Decision⁷ resulted in a delayed increase for workers covered by the Hair and Beauty Industry Award 2010. The increase was pushed back to 1 November 2021.⁸
8. The SDA submits that the AWR 2022 Decision should not delay the Hair and Beauty Industry Award 2010 increase again and realigns it to 1 July 2022.

No Delay to Wage Increase

9. The SDA reiterates that:

Retail workers should not be dealt a delayed pay rise this 1 July 2022. Retail workers have worked tirelessly at the frontlines of the pandemic, providing essential services to the Australian community.

Through their hard work, these workers have made a significant contribution to the economy. Retail workers (approximately 10% of the workforce) and fast-food workers

¹ Annual Wage Review 2021-22 [2022] FWCFB 81.

² Annual Wage Review 2021-22, Statement [2022] FWCFB 81, see para [2] – [4].

³ SDA Submission to AWR May 2022 PN 6 & 7.

⁴ SDA Submission to AWR May 2022 PN 11 – 13.

⁵ RBA, Statement on Monetary Policy May 2022, at page 60.

⁶ SDA submission to AWR May 2022 PN 5.

⁷ [2021] FWCFB 3500.

⁸ Annual Wage Review 2020-21 [2021] FWCFB 3500, [298].

also have the capacity to contribute significantly to the economy through their spending, but this is constrained by the decline in their real wages. The AWR process provides the Fair Work Commission with the avenue to promote economic prosperity by providing 'fair' and 'relevant' wage increases for retail workers that in turn encourages and supports consumer spending.⁹

10. It is disappointing that major employer groups have advocated for a delay to the 1 July 2022 wage increase, given the tireless efforts of retail workers and the strong economic recovery that Australia has experienced. These essential Australian workers should not be forced to suffer any delay in receiving a pay increase in 2022.

⁹ SDA submission to AWR April 2022 PN 21-22.