

IN

ANNUAL WAGE REVIEW 2023-2024

INITIAL SUBMISSION

1. The Retail and Fast Food Workers Union Incorporated (“RAFFWU”) represents workers in the industries of Fast Food and Retail as an Industrial Association within the meaning of the Fair Work Act.
2. We continue to submit the current minimum wages in Awards and under the Act fail to enable workers to live in dignity.
3. We note the extensive work undertaken assessing poverty wages. We note the statistical report places the AWOTE of full-time employees as \$1888.80 in 2023 with a gendered pay gap of 12%. We note a comprehensive project has not reported a “Living Wage”. In its absence, we submit a living wage should be 60% of the AWOTE. This should be the absolute minimum wage in all circumstances, including in all Awards.
4. This would be \$1133.28 (“Australian Living Wage”). We submit this should ideally not be reduced to an hourly rate but if it was, it would be \$29.82 per hour.
5. We submit the Annual Wage Review should replace all rates currently lower than the Australian Living Wage, including in any retail, miscellaneous and fast food Awards, with a minimum base hourly rate of at least \$29.82 and a minimum base weekly rate of \$1,133.28.
6. The replacement should include all rates (lower than those rates) including poverty rates such as junior, trainee, apprentice and supported wage rates.
7. The elimination of all poverty rates and the introduction of a true Australian Living Wage must be the absolute priority at this time.

28 March 2024

Retail and Fast Food Workers Union