

# MEDIA RELEASE



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5 July 2007

## **Retailers finally have time to implement wage increases!**

David Edwards, Executive Director of the Australian Retailers Association, today said the Australian Fair Pay Commission, in handing down today's wage decision had finally recognized that employers need realistic time frames in which to implement wage increases.

Edwards also said that there was relief being expressed by retailers that they would not face the task of adjusting wages on the eve of the most important trading time of the year. Last year's increase taking effect from 1 December 2006, particularly in the absence of published pay scales, placed retailers in a no win situation. The three months granted on this occasion will allow the ARA and other employer advisors time to publish wage guides for members.

Edwards said the industry looked forward to having published pay scales available in advance of the 1 October operative date.

Edwards also welcomed a fixed time frame in which future wage decisions would be announced and implemented. "Employers need certainty, in operative dates of wage increases so that adequate budgeting can take place during the course of the year. With a 1 July announcement and 1 October implementation date finally there has been long overdue recognition of this fact. A three month time frame is realistic Edwards said.

Retailers have bitterly complained year after year no adequate time has been provided between decisions and implementation dates causing unnecessary

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administration of back pay and confusion amongst their employees as they wait for pay increases.

Edwards said today ARA welcomes a better system of minimum wage adjustments and urged the state jurisdictions to adopt a similar process for state based employers.

**Media Enquiries:** David Edwards, Executive Director (03) 9321 5000.

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The Australian Retailers' Association (ARA) is the peak retail employer association representing the interests of the largest employing industry in Australia. We provide leadership and solutions to improve the long-term viability, productivity and visibility of the retail industry by proactively dealing with government, media and other regulatory bodies. We also manage issues that impact members by lobbying Federal, State, Territory and Local governments to ensure members' business concerns are given an effective voice.

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