

BUNNINGS RETAIL ENTERPRISE AGREEMENT 2026

The proposed *Bunnings Retail Enterprise Agreement 2026* is ready for you to consider.

Following protracted and challenging negotiations, Bunnings and the SDA have reached agreement on the proposed Bunnings Retail Enterprise Agreement 2026 that will now be put to Team Members to consider.

The SDA is recommending Team Members vote in favour of the proposed Agreement.

The following is an outline of the main changes and benefits that would occur under the proposed New Agreement for members to consider.

For a copy of the proposed Agreement please scan the QR code.



THE PROPOSED NEW AGREEMENT INCLUDES:

- » Locked in compounding wage increase of 11.1-11.95% to the minimum rates over the life of the Agreement.
- » Performance Pay increases for team members who meet or exceed expectations
- » Wage increases for 2027 and 2028 will be brought forward to July.
- » Improved incentive rates for early weekday mornings and evenings and Saturdays for all team members.
- » Improved incentive rates on Sundays for casuals.
- » A 2 week rostering system
- » Overtime and additional hours will be calculated and paid fortnightly
- » Some improved overtime provisions
- » Increased minimum weekly hours for part-time team members
- » Increased minimum engagement for early morning shifts
- » Improved Break Provisions
- » Improved Compassionate Leave
- » An Increase to the Boot Allowance
- » First Aid allowance for eligible classifications
- » Trade and Fulfilment Centres to be covered by the Agreement
- » The Agreement also maintains hard won Union conditions, including the 5th week of annual leave.

Please read this information carefully and if you have any questions about the proposal, please speak to your SDA Delegate, SDA Organiser or call the SDA.

VOTING

Voting will begin on:

**Wednesday, 14 October 2026
and closes on 18 October.**

Make sure to have your say on the proposed new Agreement.

SDA CONCERNS

There are several items where the SDA has concerns and were not able to reach overall agreement with Bunnings. These are:

- » Alignment of Expert Team Member to level 2 of the Retail Award
- » Supervisors and Senior Supervisor rates of pay
- » Other classifications and Award alignment issues
- » No maximum timeframe for MVA choices to become effective

Where the SDA holds concerns that components of the Agreement may not pass the Better Off Overall Test the SDA will be seeking undertakings are made by Bunnings to fix these issues at the Fair Work Commission.

TIMING

If approved by the Fair Work Commission (FWC) the new Agreement will take effect on 26 April 2027. If the Agreement is approved after 26 February next year, the agreement will commence the day that follows the conclusion of two full 4-Week Roster Cycles after it is approved.

The first wage increase will apply from 26 October 2026.

Many of the increases to penalty rates apply from 9 November 2026.

Backpay of 4.25% on all hours worked from 31 August to 25 October will occur within two weeks of a positive vote. You will need to continue to be employed by Bunnings at the time that the back payment is made to be eligible.

WAGES

Minimum Rates: (effective from the first full pay period beginning 26 October 2026)

Grade	Roles	Base Rate	Casual Hourly Rate	Base Rate	Casual Hourly Rate	Base Rate	Casual Hourly Rate
		From 26 October 2026 (4.25%)		From 1 July 2027 (3.25%)		From 1 July 2028 (3.25%)	
Team Member	Store Team Member	\$29.86	\$36.58	\$30.83	\$37.77	\$31.83	\$39.00
Team Member (Expert)	Expert Team Member	\$30.34	\$37.17	\$31.33	\$38.38	\$32.34	\$39.63
Specialist	Forklift Operator, Store Administrator, Inventory Specialist, Kitchen Specialist, Activities Organiser	\$31.13	\$38.13	\$32.14	\$39.37	\$33.19	\$40.65
Forklift Coach / Trade Qualified	Forklift Coach, Trade Qualified Team Member	\$31.43	\$38.50	\$32.45	\$39.75	\$33.51	\$41.04
Supervisor	Supervisor	\$32.09	\$39.31	\$33.13	\$40.59	\$34.21	\$41.91
Senior Supervisor*	Senior Supervisor*	\$33.29	\$40.78	\$34.37	\$42.11	\$35.49	\$43.47

* New Classification

WAGE INCREASES

INCREASE TO MINIMUM RATES

Date	% Increase
From 26 October 2026	4.25%
FFPP 1 July 2027	3.25%
FFPP 1 July 2028	3.25%

DATE OF INCREASE

The proposed Agreement will see the date of the wage increase move to the first full pay period after 1 July each year.

This is a change from the current Agreement which provides wage increases from the first full pay period post 1 September each year.

WAGE PREMIUM GUARANTEE

The proposal also provides for a Wage Premium Guarantee. This means that base rates will be no less than 5% above the relevant Retail Award classifications as determined by the company's documentation.

PERFORMANCE PAY INCREASES

The proposed Agreement provides for guaranteed Performance Pay increases for team members who meet or exceed expectations. These increases are a minimum, the actual percentage increase will be per team member and can be higher.

Wage relativity	Rate is less than or equal to 10% above base rate	Rate is more than 10% above base rate
From 26 October 2026	3.0%	2.5%
From FFPP after 1/7/27	2.5%	2.0%
From FFPP after 1/7/28	2.5%	2.0%

A Team Member will not be entitled to a performance pay increase if the Team Member receives a rating of 'Areas to Improve' or 'Change Needed' (as determined by their Leader). A team member cannot fall below the proposed Agreement minimum rates.

CLASSIFICATIONS

Introduction of a new classification 'Senior Supervisor'.

Senior Supervisor: A team member appointed to this role who performs tasks that include (but are not limited to):

- » the tasks of the role of Supervisor;
- » supervising and training Supervisors;
- » completing required training for Senior Supervisor;
- » supporting and overseeing the site in the absence of salaried leaders.

ALLOWANCES

All allowances will increase to be in line with the Retail Award.

FIRST AID

The proposed Agreement introduces a First Aid Allowance for team members under a supervisor level who have been appointed to the role.

This allowance will be \$14.55 paid weekly.

Supervisors and Senior Supervisors will not be paid this additional allowance as this is already included in their base rates.

UNIFORM

The proposed Agreement includes a new Safety Boot Allowance which will reimburse team members up to \$120 if boots are bought from Bunnings, or \$100 for boots bought elsewhere.

IMPROVED PENALTY RATES

The proposed Agreement includes improved penalty rates (referred to as incentive rates). Incentive rates apply to a team members contract rate.

Day	Time Period (Bunnings Warehouse and Bunnings Trade & Fulfilment Centre)	Time Period (Bunnings Trade)	Incentive Rate (Permanent)		Incentive Rate (Casual – inclusive of casual loading)		Payable from
			Current	Proposed	Current	Proposed	
Monday to Friday	5.00am to before 6.00am		30%	40%	52.5%	62.5%	On or before 26 April 2027
	6.00am to before 7.00am		30%	30%	52.5%	52.5%	No Change
	7.00am to before 6.00pm		N/A	N/A	22.5%*	22.5%*	No Change
	6.00pm to before 11.00pm	6:00pm to before 9.00pm	15%	20%	37.5%	42.5%	9 Nov 2026
Saturday	5.00am to before 7.00am	6.00am to before 7.00am	40%	40%	62.5%	62.5%	No Change
	7.00am to before 11.00pm	7.00am to before 6.00pm	17.5%	20%	40%	42.5%	9 Nov 2026
Sunday	5.00am to 6.00am	Not Applicable^	100%	100%	100%	110%	9 Nov 2026
	6.00am to before 7.00am		80%	80%	110%	110%	No Change
	7.00am to before 9.00am		65%	75%	110%	110%	9 Nov 2026
	9.00am to before 9pm	9.00am to before 6.00pm	50%	50%	62.5%	67.5%	9 Nov 2026
	9.00pm to before 10.00pm	Not Applicable^	75%	75%	75%	75%	No Change
	10.00pm to before 11.00pm		100%	100%	100%	100%	No Change
Public Holiday	Midnight to before Midnight		125%	125%	147.5%	147.5%	No Change
Work performed (Monday to Saturday) outside the span of Ordinary Hours.			40% for the first 2 hours & 90% thereafter	50% for the first 3 hours & 100% thereafter	62.5% for the first 2 hours & 112.5% thereafter	72.5% for the first 3 hours & 122.5% thereafter	On or before 26 April 2027
Work performed (on Sunday) outside the span of Ordinary Hours.			100%	122.5%	100%	122.5%	On or before 26 April 2027

*Casual loading only ^Refer to outside of trade span of ordinary hours

OVERTIME

STANDARD OVERTIME

Overtime to be paid at 150% for the first three hours and 200% for every hour thereafter (currently 140% for the first 2 hours and 190% for every hour thereafter.)

OUT OF SPAN

Monday–Saturday will now be paid at 50% for the first three hours and 100% thereafter. Currently, team members are paid 40% for the first 2 hours and 90% thereafter. There are no proposed changes to overtime on Sunday.

HOURS WORKED BETWEEN 76 AND 82

Permanent workers will receive an overtime payment for hours worked between 76 and 82 hours per fortnight as per the table below:

Day	Time Period (Bunnings Warehouse and Bunnings Trade & Fulfilment Centre)	Time Period (Bunnings Trade)	Rate
Monday to Friday	5.00am to before 7.00am		40%
	7.00am to before 6.00pm		25%
	6.00pm to before 11.00pm	6.00pm to before 9.00pm	30%
Saturday	6.00pm to before 11.00pm	6.00am to before 6.00pm	45%
Sunday	5.00am to before 7.00am	Not Applicable	100%
	7.00am to before 10.00pm	7.00am to before 6.00pm	75%
	10.00pm to before 11.00pm	Not Applicable	100%

MINIMUM ENGAGEMENTS FOR SOME EARLY MORNING STARTS

The proposed Agreement includes an increased minimum engagement for some early morning starts. Please see table below:

Day/s of work	Shift Commencement window	Hours worked per shift (excluding unpaid meal break)	
		Current	Proposed
Monday to Friday	At or after 5.00am and before 6.00am	5 hours	5.5 hours
Saturday	At or after 5.00am and before 7.00am	7 hours	7 hours
Sunday	At or after 5.00am and before 7.00am	5 hours	7 hours
	At or after 7.00am and before 8.00am	4 hours	5.5 hours

ROSTERING

Under the proposed Agreement rosters and Overtime will be based on a fortnight cycle instead of the current 4 week cycle.

This means that any overtime or additional hours worked will be paid out in the next pay cycle at the end of the fortnight.

OVERTIME RULES

The proposal contains rostering rule changes as per below and overtime will be payable when team members:

- » work in excess of 76 ordinary hours of work in a 2-Week Roster Cycle;

Note: Different rates for hours of work between 76 to 82 hours of work (see table on page 5)

- » work in excess of 6 consecutive days;
- » where a Team Member does not have 2 consecutive days off work in one Payroll Week or three consecutive days off work over two Payroll Weeks within the 2-Week Roster Cycle;

Note: This rule excludes and won't apply to Team Members on a Tuesday to Saturday roster pattern. Team members will still have two consecutive days off but they will be a Sunday and a Monday (technically not in the same week).

- » work in excess of 3 Sundays over 2 fixed adjacent 2-Week Roster Cycles (regular Sunday work);
- » work by a full-time Team Member in excess of 10 days of work in a 2-Week Roster Cycle;

Note: Full-time Team Members have retained the right to reasonably expect Bunnings to facilitate a 19 day roster pattern (over 4 weeks) if requested.

- » 19 day pattern (working ordinary hours over 19 days across two fixed adjacent 2-Week Roster Cycles) won't be unreasonably refused by Bunnings if requested by a full-time team member.
- » Overtime will apply where a part-time team member is directed to perform additional hours of work above their regular pattern of work, or as varied (but excluding additional hours worked at the team member's Contract Rate).

TRADE & FULFILMENT CENTRE SPAN OF HOURS

The proposed span for Bunnings Trade and Fulfilment Centres is the equivalent to the Warehouse span of hours (5.00am to 11.00pm Monday-Sunday).

INCREASE TO PART-TIME HOURS

Minimum weekly hours for part-time Team Members will increase to 12 hours (currently 10 hours).

For team members attending secondary school the minimum weekly hours remain at 10 hours per week. Team members can request to remain at their current contract hours should they not want to work extra hours.

Part Time Team members who have averaged 36 hours of work per week over the last 12 months will have the right to request to go full time. This request cannot be unreasonably refused by Bunnings.

MUTUAL VARIATION AGREEMENTS

The proposal introduces an expanded range of Mutual Variation Agreements that team members may choose to arrange how they work their hours.

CURRENT TEAM MEMBERS

Current team members will be able to choose to:

- » receive a 60-minute meal break instead of a 30-minute meal break during eligible shifts.
- » work instead of taking a 30-minute meal break during eligible shifts.
- » a minimum engagement of 4 consecutive hours instead of 6 consecutive hours (full-time only).
- » work additional hours at their Contract Rate instead of the overtime rate (permanent part-time standing consent).
- » work without having 2 consecutive days off work in one Payroll Week or three consecutive days off work over two Payroll Weeks in a 2-Week Roster Cycle, instead of that arrangement applying.
- » A team member can choose to be rostered to work on each Sunday instead of work on no more than 3 Sundays over two fixed adjacent 2-Week Roster Cycles.

Note: Existing Team Members should nominate which MVA arrangement they prefer prior to the commencement of the proposed Agreement.

NEW TEAM MEMBERS

There is a difference in how these apply to new team members and existing team members who have not made their choices before the new Agreement commences.

New Team Members (from commencement) and existing Team Members who have not made their choices will be defaulted into the arrangements below and be able to choose the alternative:

Rule	Default	Alternative
Unpaid meal break duration	30 mins	60 mins
Working instead of taking a meal break during eligible shifts	Meal break is taken	Work instead of meal break
Full-time team member minimum engagement	6 consecutive hours	4 consecutive hours
Additional hours for part-time team members	Additional hours are ordinary	Additional hours are overtime
Consecutive days off work	Rostered with consecutive days off	Rostered without consecutive days off
Regular Sunday work	Roster to include ordinary hours each Sunday	Rosters can include ordinary hours on some Sundays

Importantly, the arrangement that applies will be the choice of the Team Member.

Where a Team Member chooses to change their arrangement this will become effective at the earliest practicable date that can be facilitated by Bunnings Systems.

LEAVE

ANNUAL LEAVE

Permanent team members retain the right to 5 weeks of annual leave which was won by SDA members in the current Agreement.

PERSONAL LEAVE & CARER'S LEAVE

Permanent team members will retain the right to 11 days of paid leave and casuals will retain the right to accrual of paid leave.

The proposal contains changes to the notice requirements for taking carer's leave and for whom carer's leave may be taken.

At Bunnings discretion, team members may be able to access carer's leave for a broader group of people that have a significant relationship to the team member than what the current Agreement provides.

At Bunnings discretion, team members may not be required to provide evidence (medical certificate or statutory declaration) on each occasion when using carer's leave.

COMPASSIONATE LEAVE

The proposal provides for 10 paid days compassionate leave upon the death of a team member's spouse or child (current entitlement is 5 days).

Also included is 2 paid days compassionate leave for Team Members who experience still birth or miscarriage where the child would have been a member of the team member's household.

» **Note:** 5 paid days of compassionate leave applies if the still born child or miscarriage would have been a member of the team member's immediate family.

Additionally, the proposal expands the class of person compassionate leave can be taken for but only at the discretion of Bunnings.

DEFENCE FORCE LEAVE

The proposal contains an improved Defence Force Leave for permanent team members which expands the makeup pay period from 2 weeks to 4 weeks. This will be paid at the team member's full rate of pay (inclusive of incentive rates).

PUBLIC HOLIDAYS IN TASMANIA:

Public Holiday improvements for Tasmania. (operative for December 2026, and then from 26 April 2027) which will include the observance of additional declared Public Holidays for Boxing Day and New Years Day where they fall on a weekend.

BREAKS

A major concern raised by SDA Bunnings members around breaks was that team members were not receiving their full breaks when interrupted by customers.

The proposed Agreement directly addresses this issue with the inclusion of a clause which states:

- » If a team member's break is impacted (e.g. due to interruption), they need to immediately notify their leader so they can be supported to receive their full break entitlement.

Team Members are entitled to a full break which is uninterrupted.

COMBINING OF REST BREAKS

The proposed Agreement also includes a new clause which expressly states that team members cannot be required to combine two of their rest breaks.

INDIVIDUAL BREAK ARRANGEMENT

The proposal introduces a new entitlement for team members to be able to choose to forgo their meal break on an eligible shift between 5-6 hours in length.

Team members will be paid at their contract rate but will be able to forgo their 30-minute meal break and be paid for all time worked.

Team Members who have elected to have a 60-minute meal break under the MVA provisions will not be able to access this entitlement.

UNION & DELEGATE'S RIGHTS

The proposed Agreement includes improved Delegates rights provisions.

DELEGATES RIGHTS

The proposed Delegates Rights clause reflects the rights as expressed in the National Employment Standards and the Award. However, the proposed clause offers additional days of training for Delegates which is a considerable improvement on

the legal minimums.

Delegates will be entitled to 5 days paid training initially and then access to up to a further 4 days per year per store.

MATTERS OUTSIDE OF PROPOSED AGREEMENT

As a part of the bargaining process, Bunnings has given the following commitments/understandings to the SDA:

- Bunnings is looking into guidance for team members and leaders that addresses how matters such as workload can be raised and escalated. The next steps will include consideration of existing processes that are available to team and the proposal shared by the SDA. Key people will be engaged, including support functions like Safety and Wellbeing, People & Culture as well as the SDA regarding any process.
- Team Members are not required to clean up pet waste in stores.
- Team Members are not required to use their personal devices for work related tasks and duties.

VOTING

Voting will begin on:

**Wednesday, 14 October 2026
and closes on 18 October.**

***Make sure to have your
say on the proposed new
Agreement.***