



SUMMARY OF PROPOSED COVERAGE FOR APPLICATION TO INITIATE BARGAINING

Application number:	FPA01-004-2022
Industry:	Supermarket and Grocery Store
Occupation:	General
Date received:	23 December 2022
Initiating Union:	FIRST Union Incorporated

Description of coverage currently proposed:

The initiating union applied for approval to initiate bargaining for a proposed fair pay agreement covering Supermarket and Grocery Store. Included in the occupation is a list of ANZSCO occupational codes.

The initiating union relied on the 1,000 representation test.

The Ministry of Business Innovation and Employment (MBIE) is assessing the proposed coverage to ensure compliance with the Fair Pay Agreements Act 2022.

Below is a summary table of the coverage proposed by the initiating union in its application received on 22 December 2022.

Description of industry:

Description of industry and industry activities	ANZSIC code and title	Level of ANZSIC code
<p>The industry is engaged in retailing groceries or non-specialised food lines, sometimes organised on a self-service basis, excluding the specialised food retailing in meat, fish and poultry retailing, fruit and vegetables retailing, and liquor retailing.</p> <p>The industry includes:</p> <ul style="list-style-type: none">- Supermarkets- Bulk food retailing- Grocery retailing <p>Asian groceries</p>	G411000 Supermarket and Grocery Stores	Class

Date: 23 December 2022



Description of occupation:

Description of work or type of work (Main tasks or activities)	Label of occupation (From ANZSCO register)	ANZSCO code and title (If no ANZSCO code, provide the closest code)	If no ANZSCO code – indicate how occupation differs from closest code
<p>An employee who fills up shelves and display areas in stores and supermarkets.</p> <p>Duties may include:</p> <ul style="list-style-type: none">placing goods neatly in bins and on racks, and stacking bulky goods on floors;filling shelves with goods ensuring goods with the earliest use-by dates are at the front of shelves;noting what has been sold and collecting goods needed from the stockroom using a trolley;maintaining shelf order by removing stock belonging to a different location;helping customers find goods they need;pricing goods.	Shelf Filler	891211	
<p>An employee who operates a cash register and receives payments from customers and issues receipts and returns change.</p> <p>Duties may include:</p> <ul style="list-style-type: none">scanning, weighing and recording prices of goods;receiving and processing payments for goods and services by cash, cheques, gift vouchers, credit and debit cards and other payment types;issuing sales docketts and giving change;maintaining supplies of change, wrapping and other materials used at checkout.	Checkout Operator	631111	



An employee who receives payments from customers, issues receipts, returns change due and meets the public and explains charging and billing policy.	Office Cashier	631112	
An employee working in a call centre who obtains sales and arranges sales visits.	Telemarketer	639311	
An employee who prepares and bakes bread loaves and rolls.	Baker	351111	
An employee who prepares and bakes buns, cakes, biscuits and pastry goods.	Pastrycook	351112	
An employee who selects, cuts, trims, prepares and arranges meat for sale or supply, operates meat or smallgoods processing machines, or manages the process in the production of smallgoods.	Butcher and/or smallgoods maker	351211	
An employee who receives, handles and despatches goods in a store or warehouse within a supermarket.	Storeperson	741111	
An employee who organises and controls the operation of a retail trading establishment, excluding retail pharmacist. This includes Department Managers such as: Meat Manager Night Fill Manager Price Integrity Manager Storeroom Manager Perishables Manager Bakery Manager Deli Manager Liquor Manager	Retail Manager (General)	142111	
An employee who supervises and coordinates the activities of retail sales workers. This includes: Pricing or Price Integrity Supervisor	Retail Supervisor	621511	



Nightfill Supervisor Storeroom Supervisor Perishables Supervisor Stocktake Supervisor Bakery Supervisor Compliance Supervisor Deli Supervisor Liquor Supervisor Charge Baker			
An employee who organises and controls the functions and resources of an office such as administrative systems and office personnel.	Office Manager	512111	
An employee scales, cleans, fillets, cuts, shells, grades and packages fish and shellfish.	Seafood Process Worker	831313	
An employee who sells goods and services such as food, clothing, hardware, household appliances, office supplies and cosmetics, in a retail or wholesale establishment. Duties may include: Selling Lotto tickets Dealing with deli goods Dealing with chilled/frozen food Selling liquor, with an Age Restricted Goods qualification Perishables Produce Assistant Trolley collection	Sales Assistant	621111	
An employee who plans, administers and reviews customer services relations.	Customer Service Manager	149212	
An employee who plans, organises, directs, controls and coordinates the deployment of quality systems and certification processes within an organisation.	Quality Assurance Manager	139914	
An employee who prepares, seasons and cooks food in a dining or catering establishment.	Cook	341511	



An employee who detects and investigates shoplifting, fraud and other unlawful acts of employees or customers of a retail establishment. Registration or licencing may be required.	Retail Loss Prevention Officer	442215	
An employee who cleans	Cleaner nec	811699	

If there are occupations that fall under the ANZSCO code(s) provided above that are **not intended** to be within the proposed coverage, list these below:

Online Picker – packs and prepares online orders for pickup or delivery
Online Administrator -
Online Manager
Online Customer Service
Online Supervisor

Information redacted: No