

Update for Employers

National Minimum Wage to be increased by 1.75% from 1 July 2020 plus there will be a roll out of this increase to Award pay rates from either 1 July 2020, 1 November 2020 or 1 February 2021

19 June 2020

The Fair Work Commission has announced a 1.75% increase to the national minimum wage (NMW) with effect from 1 July 2020. For anyone not covered by an Award or agreement the new NMW will be \$753.80 per week plus the Superannuation Guarantee (SG) or \$19.84 per hour plus SG.

Depending on the applicable Award (see attached list of Groups 1, 2 & 3) this increase also starts to roll out for Award employees from the first full pay period starting on or after 1 July 2020, 1 November 2020 or 1 February 2021.

The increase only applies to employees that get their pay rates from the national minimum wage, an Award or in some cases a registered agreement.

Note – The great majority of employees are covered by an Award.

Please advise if you would like us to obtain a Fair Work Pay Guide to assist your payroll team.

The above increase also applies to the generally lower minimum wages for juniors, trainees and apprentices as well as to pay rates for employees with a disability.

Action: Employers need to review minimum and Award pay rates and increase as necessary with effect from 1 July 2020, 1 November 2020 or 1 February 2021 (whichever date is applicable).

Please contact your HR Advice Australia consultant if you need further information about these minimum wage rates or Award rates that start to roll out from 1 July 2020.

Kind regards

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DISCLAIMER: HR Advice Australia provides these updates and reminders for general information only and they must not be used for any other purpose. These updates and reminders should not be relied upon as definitive advice applicable to your organisation and you should contact HR Advice Australia if you need any specific guidance.

When will my Award increase?

The increase to Awards will happen in 3 groups.

Group 1

The new minimum wages will start in the following awards from the first full pay period starting on or after 1 July 2020.

- Aboriginal Community Controlled Health Services Award
- Aged Care Award
- Ambulance and Patient Transport Industry Award
- Banking, Finance and Insurance Award
- Cemetery Industry Award
- Children's Services Award
- Cleaning Services Award
- Corrections and Detention (Private Sector) Award
- Educational Services (Schools) General Staff Award
- Educational Services (Teachers) Award
- Electrical Power Industry Award
- Fire Fighting Industry Award
- Funeral Industry Award
- Gas Industry Award
- Health Professionals and Support Services Award
- Medical Practitioners Award
- Nurses Award
- Pharmacy Industry Award
- Social, Community, Home Care and Disability Services Industry Award
- State Government Agencies Award
- Water Industry Award

Group 2

The new minimum wages will start in the following awards from the first full pay period starting on or after 1 November 2020.

- Aluminium Industry Award
- Animal Care and Veterinary Services Award
- Aquaculture Industry Award
- Architects Award
- Asphalt Industry Award

- Black Coal Mining Industry Award
- Book Industry Award
- Broadcasting, Recorded Entertainment and Cinemas Award
- Building and Construction General On-site Award
- Business Equipment Award
- Car Parking Award
- Cement, Lime and Quarrying Award
- Clerks—Private Sector Award
- Coal Export Terminals Award
- Concrete Products Award
- Contract Call Centres Award
- Cotton Ginning Award
- Dredging Industry Award
- Educational Services (Post-Secondary Education) Award
- Electrical, Electronic and Communications Contracting Award
- Food, Beverage and Tobacco Manufacturing Award
- Gardening and Landscaping Services Award
- Graphic Arts, Printing and Publishing Award
- Higher Education Industry-Academic Staff-Award
- Higher Education Industry-General Staff-Award
- Horticulture Award
- Hydrocarbons Field Geologists Award
- Hydrocarbons Industry (Upstream) Award
- Joinery and Building Trades Award
- Journalists Published Media Award
- Labour Market Assistance Industry Award
- Legal Services Award
- Local Government Industry Award
- Manufacturing and Associated Industries and Occupations Award
- Marine Towage Award
- Maritime Offshore Oil and Gas Award
- Market and Social Research Award
- Meat Industry Award
- Mining Industry Award
- Miscellaneous Award
- Mobile Crane Hiring Award

- Oil Refining and Manufacturing Award
- Passenger Vehicle Transportation Award
- Pastoral Award
- Pest Control Industry Award
- Pharmaceutical Industry Award
- Plumbing and Fire Sprinklers Award
- Port Authorities Award
- Ports, Harbours and Enclosed Water Vessels Award
- Poultry Processing Award
- Premixed Concrete Award
- Professional Diving Industry (Industrial) Award
- Professional Employees Award
- Rail Industry Award
- Real Estate Industry Award
- Road Transport (Long Distance Operations) Award
- Road Transport and Distribution Award
- Salt Industry Award
- Seafood Processing Award
- Seagoing Industry Award
- Security Services Award
- Silviculture Award
- Stevedoring Industry Award
- Storage Services and Wholesale Award
- Sugar Industry Award
- Supported Employment Services Award
- Surveying Award
- Telecommunications Services Award
- Textile, Clothing, Footwear and Associated Industries Award
- Timber Industry Award
- Transport (Cash in Transit) Award
- Waste Management Award
- Wool Storage, Sampling and Testing Award

Group 3

The new minimum wages will start in the following awards from the first full pay period starting on or after 1 February 2021.

- Air Pilots Award
- Aircraft Cabin Crew Award
- Airline Operations-Ground Staff Award
- Airport Employees Award
- Alpine Resorts Award
- Amusement, Events and Recreation Award
- Commercial Sales Award
- Dry Cleaning and Laundry Industry Award
- Fast Food Industry Award
- Fitness Industry Award
- General Retail Industry Award
- Hair and Beauty Industry Award
- Horse and Greyhound Training Award
- Hospitality Industry (General) Award
- Live Performance Award
- Mannequins and Models Award
- Marine Tourism and Charter Vessels Award
- Nursery Award
- Professional Diving Industry (Recreational) Award
- Racing Clubs Events Award
- Racing Industry Ground Maintenance Award
- Registered and Licensed Clubs Award
- Restaurant Industry Award
- Sporting Organisations Award
- Travelling Shows Award
- Vehicle Repair, Services and Retail Award
- Wine Industry Award