

INCREASE TO MINIMUM RATES OF PAY

Contact Us

Phone (Toll Free)

1300 794 000

Email

industrial@nswfarmers.org.au

By post :

GPO Box 1068
Sydney NSW 2000

Website

www.iressentials.com.au

Further information

During the next few weeks Members of the Association will receive in the Post an Information Pack which will provide further details of the changes in Awards and the rates you may need to pay your staff.

The Pack will also contain information about other aspects of the employment relationship and your legal obligations.

Wage circulars and updated Awards will also be uploaded on the website in the upcoming weeks.

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Summary

- Fair Work Australia Annual Wage Review decision handed down 3 June 2011.
- National minimum wage increased by 51 cents per hour or \$19.40 per week to become \$15.51 per hour or \$589.30 per week.
- All other minimum wage rates for each classification set out in Modern Awards will increase by **3.4%**.
- Wage increases take effect from the first full pay period on or after **1 July 2011**
- Work related allowances will be adjusted by **3.4%** (e.g. first aid allowance and leading hand allowances under the Pastoral and Horticulture Awards).
- Expense related allowances (e.g. vehicle & travel allowance, meal allowance under the Pastoral Award) to be adjusted in accordance with CPI movement from March 2010 to March 2011 (figures will be confirmed and Awards adjusted over the coming weeks by Fair Work Australia).

Our recommendations

- We advise Members (including those using piecework rates or who are employing trainees or apprentices) to review their current rates of pay for all Award covered staff.
- For all NSW Farmers' (Industrial) Association Members this means that employees' minimum wages will need to be adjusted effective from the first pay period on or after 1 July 2011.
- If you **are not** paying **at least 3.4% above** the Award minimum rates of pay for the relevant Award classification, you will need to increase your employees' rates for ordinary hours of work effective from first full pay period on or after 1 July 2011.