Minimum wages

Annual Wage Review 2021

The 2.5% increase, as well as updates to superannuation and changes to some terms and conditions in several awards, applies from 1 July 2021.


Subscribe to email updates (www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates) and we’ll let you know when the new minimum rates for the other awards are available.


New Employer Advisory Service for small business

On 1 July 2021, we launched our new Employer Advisory Service (EAS) for small business employers.

The EAS provides eligible small businesses with free tailored written advice on pay and entitlement issues such as:

- employees’ entitlements under the National Employment Standards
- award provisions
- other pay and employee entitlements.

The EAS gives small businesses confidence to understand and comply with their pay and entitlement obligations under awards and the Fair Work Act.

Find out more about the service, including eligibility and how to access it, at Employer Advisory Service – overview (www.fairwork.gov.au/small-business-showcase/employer-advisory-service/employer-advisory-service).

All employees working in Australia are entitled to a minimum wage. This is the lowest amount an employee can be paid for the work that they’re doing.

The minimum wage refers to the amount of pay before tax is taken out (gross pay). For information about tax, including PAYG withholding, visit the Australian Taxation Office (http://www.ato.gov.au).

Find the right minimum wage

For most employees, the minimum wage is set by the award that covers their industry or occupation.

Awards cover many different industries and occupations so it’s important to get it right.

Use our Pay Calculator (PACT) to calculate the minimum pay rates, penalties and allowances that apply for your award.

Our downloadable Pay guides (www.fairwork.gov.au/pay/minimum-wages/pay-guides) provide a summary of the current minimum pay rates under an award, making it easy to see the different pay rates for each classification.


Different types of minimum wages

Some employees have a different minimum wage depending on their employment type, age or work capacity. For more information
about pay for these employees, visit:


There are some awards with special pay rates, or that allow employers to make other pay arrangements. Find information on specific pay arrangements including:


You can also watch our short video for a quick overview of how minimum wages work.

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**The National Minimum Wage**

The National Minimum Wage applies to employees not covered by an award or registered agreement. This is the minimum pay rate provided by the Fair Work Act 2009 and is reviewed each year.

As of 1 July 2021 the national minimum wage is $20.33 per hour or $772.60 per week.

Employees covered by an award or registered agreement are entitled to the minimum pay rates, including penalty rates and allowances in their award or agreement. These pay rates may be higher than the National Minimum Wage.

**Minimum wage changes**

Each year, the Fair Work Commission reviews both the National Minimum Wage and minimum pay rates under awards (Annual wage review). Most changes begin on the first full pay period on or after 1 July.


**Stay up-to-date**

We update our Pay Calculator and website when the National Minimum Wage changes each year.

If you have a My account, we send updates straight to your inbox each year. Don’t have a My account? Register (www.fair-
You can also stay up-to-date with minimum wage changes by subscribing to email updates (www.fairwork.gov.au/website-information/staying-up-to-date).

**Think a mistake might have been made?**

Mistakes can happen. The best way to fix them usually starts with talking.

Check out our Fixing a workplace problem (www.fairwork.gov.au/workplace-problems/fixing-a-workplace-problem/default) section for practical advice on:

- figuring out if a mistake has been made
- talking to your employer or employee about fixing it
- getting help from us if you can’t resolve it.

**What to do next**

- Find pay rates using our Pay Calculator (http://calculate.fairwork.gov.au/FindYourAward)
- Subscribe to our email update service (www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates) to get notified when pay rates change
- Check to see What award applies (www.fairwork.gov.au/awards-and-agreements/awards/default)
- Find a registered agreement on the Fair Work Commission website (https://www.fwc.gov.au/)

**Help for small business**


**You might also be interested in**

- Paying wages (www.fairwork.gov.au/Pay/paying-wages)
- Starting a new job online learning course (www.fairwork.gov.au/tools-and-resources/online-learning-centre/starting-a-new-job)

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