

# Modern Award Review: Changes to some awards from 1 July

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As part of their [Modern Award Review \(https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review\)](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review), the Fair Work Commission (the Commission) has made some changes to the following awards:

- [Social and Community Services Award](#)
- [Aged Care Award](#)
- [Building and Construction Award](#)
- [Joinery Award](#)
- [Mobile Crane Award](#)
- [Miscellaneous Award](#)

The changes are explained further below and start on the first full pay period starting on or after 1 July 2020.

## Social and Community Services Award

Casual employees covered by the Social and Community Services Award will get their casual loading in addition to the penalty rates when they work on Saturday, Sunday or overtime.

For weekend work, casuals will be paid:

- 175% of their ordinary hourly rate for work on Saturday
- 225% of their ordinary hourly rate for work on Sunday.

You can use our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate the new rates of pay. Just remember to set the date to 1 July 2020.

## Aged Care Award

The Commission confirmed an increase in the casual rate for work on weekends and on a public holiday.

Casuals covered by the Aged Care Award are now entitled to:

- 175% of the ordinary hourly rate for work on Saturday
- 200% of the ordinary hourly rate for work on Sunday
- 275% of the ordinary hourly rate for work on a public holiday.

You can use our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate the new rates of pay. Just remember to set the date to 1 July 2020.

## Building and Construction Award

The Commission has made various changes to the Building and Construction Award. These are:

- removing a number of special rates and allowances and increasing the industry allowance, to simplify wages (clause 21.1)
- introducing time off instead of overtime (clause 36.17)
- adding an early morning shift (clause 34.1)
- varying the living away from home – distant work arrangements (clause 25.4)
- updating the fares and travel pattern allowance (clause 25.1)
- altering the rates for forepersons and supervisors (clause 43.2)
- annual leave loading will now be calculated on the employees ordinary hourly rate (clause 38.2)
- soil and concrete and aggregate testing employees are no longer covered by the award.

You can use our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate the new rates of pay. Just remember to set the date to 1 July 2020.

For details see the [Building and Construction Award](http://awardviewer.fwo.gov.au/award/show/MA000020).

## Joinery Award

The Commission has made the following changes to the Joinery Award:

- updating the transfers, travelling and working away from the usual place of work provision (clause 24.5)
- introducing time off instead of overtime (clause 30.9)
- employers and a majority of their employees can now agree on changing ordinary hours of work and rostering, breaks and overtime (clause 31.1).

You can use our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate the new rates of pay. Just remember to set the date to 1 July 2020.

For details see the [Joinery Award](http://awardviewer.fwo.gov.au/award/show/MA000029).

## Mobile Crane Award

The changes clarify and change the amount of the accommodation and overnight allowance in clause 14.3(e).

You can use our [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate the new rates of pay. Just remember to set the date to 1 July 2020.

For details see the [Mobile Crane Award](http://awardviewer.fwo.gov.au/award/show/MA000032).

## Miscellaneous Award

The Commission has varied the Miscellaneous Award to clarify who it covers. The clarification means employees who were previously not covered by an award, might now be covered by it.

If an employer is covered by an industry award (for example, the Retail Award) and there is no classification in that award for the employee, the Miscellaneous Award previously couldn't cover them. Now, the Miscellaneous Award could cover these employees.

The Miscellaneous Award still doesn't cover managerial employees and professional employees such as accountants and finance, marketing, legal, human resources, public relations and information technology specialists.

For details see clause 4 of the [Miscellaneous Award](http://awardviewer.fwo.gov.au/award/show/MA000104).

## More information

We've updated our [Pay Calculator](https://calculate.fairwork.gov.au/findyouraward) and resources to reflect these changes.

Read the Commission's determinations to see the full list of changes:

- [Social and Community Services Award](https://www.fwc.gov.au/documents/sites/awardsmodernfouryr/pr713525.pdf?utm_medium=email&utm_campaign=Award%20matters&utm_content=Award%20matters+CID_d15d81fd01b3944729168759cc3b45da&utm_source=campaign%20monitor&utm_term=PR713525)
- [Aged Care Award](https://www.fwc.gov.au/documents/awardsandorders/html/pr713505.htm)
- [Building and Construction Award](http://www.fwc.gov.au/documents/awardsandorders/html/pr715725.htm)
- [Joinery Award](https://www.fwc.gov.au/documents/awardsandorders/html/pr715726.htm)
- [Mobile Crane Award](https://www.fwc.gov.au/documents/awardsandorders/html/pr715727.htm)
- [Miscellaneous Award](http://www.fwc.gov.au/sites/awardsmodernfouryr/pr717774.pdf)

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