

Changes to awards in 2020

The Fair Work Commission (the Commission) has been [reviewing all modern awards](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review) since 2014, as part of their 4-yearly review of modern awards. During this process, they've clarified how some award clauses work and changed other clauses.

In September 2019, the Commission confirmed that they're [finalising their review](https://www.fwc.gov.au/documents/sites/awardsmodernfouryr/2019fwcfb6077.pdf) and the new awards will start taking effect at different stages throughout 2020.

Find out:

- [what you should do](#)
- [what's changing](#)
- [when your award is changing](#)
- [where to find more information.](#)

What do I need to do?

For anyone covered by an award that has already been updated, you can find a copy of your updated award on our [List of awards](http://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) page.

See [When is my award changing](#) for details on when each award will be updated.

If your award hasn't been updated yet, [subscribe to our email updates](http://www.fairwork.gov.au/Website-information/staying-up-to-date/subscribe-to-email-updates) and we'll let you know when your award is changing.

The Commission's [Modern award list](https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list) has future versions available for awards that are close to changing. The Commission will publish more future versions as they become available.

Employers need to make sure the latest version of the award (or awards if more than one applies to the business) is easily available to their staff. This can be by providing a digital version or a hard copy (for example in a prominent place in the tea room or on a noticeboard at work).

[Back to top](#)

What's changing?

For most awards, the biggest change is to the layout, language and the inclusion of rates tables to help you find the right pay. This will mean that your award should be simpler and easier to read and understand. The rules and entitlements in your award probably won't change significantly.

The Commission has made changes to awards over the last few years. During this time, we've updated our website and tools, and sent emails to subscribers about significant changes.

If you've signed up for [our email updates](http://www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates), we'll send you information about any significant changes to your award.

[Back to top](#)

When is my award changing?

The following tables list the start dates or expected start dates for each award.

You can use [Find my award](http://www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/) to find out which award applies to you.

A – Z list of awards

Go to: [A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#)

Changes to Award coverage for the vehicle manufacturing industry

Award title	Start date
A	
Aboriginal Community Controlled Health Services Award [MA000115]	13 April 2020
Aged Care Award [MA000018]	Start date to be confirmed
Air Pilots Award [MA000046]	4 May 2020
Aircraft Cabin Crew Award [MA000047]	Expected to start 18 June 2020
Airline Operations - Ground Staff Award [MA000048]	4 May 2020
Airport Employees Award [MA000049]	13 April 2020
Alpine Resorts Award [MA000092]	4 May 2020
Aluminium Industry Award [MA000060]	4 February 2020
Ambulance and Patient Transport Industry Award [MA000098]	4 February 2020
Amusement, Events and Recreation Award [MA000080]	Expected to start 18 June 2020
Animal Care and Veterinary Services Award [MA000118]	14 February 2020
Aquaculture Industry Award [MA000114]	4 February 2020
Architects Award [MA000079]	4 May 2020
Asphalt Industry Award [MA000054]	4 May 2020
B	
Banking, Finance and Insurance Award [MA000019]	4 February 2020
Black Coal Mining Industry Award [MA000001]	Start date to be confirmed
Book Industry Award [MA000078]	4 February 2020
Broadcasting, Recorded Entertainment and Cinemas Award [MA000091]	Start date to be confirmed
Building and Construction General On-site Award [MA000020]	Start date to be confirmed
Business Equipment Award [MA000021]	Expected to start 18 June 2020
	Back to top
C	
Car Parking Award [MA000095]	4 February 2020
Cement, Lime and Quarrying Award [MA000055]	4 February 2020
Cemetery Industry Award [MA000070]	4 February 2020
Children's Services Award [MA000120]	Start date to be confirmed
Cleaning Services Award [MA000022]	4 May 2020
Clerks - Private Sector Award [MA000002]	29 May 2020
Coal Export Terminals Award [MA000045]	4 February 2020
Commercial Sales Award [MA000083]	4 May 2020
Concrete Products Award [MA000056]	4 May 2020
Contract Call Centres Award [MA000023]	29 May 2020
Corrections and Detention (Private Sector) Award [MA000110]	4 February 2020
Cotton Ginning Award [MA000024]	4 February 2020
D	

Dredging Industry Award [MA000085]	Expected to start 18 June 2020
Dry Cleaning and Laundry Industry Award [MA000096]	4 May 2020
	Back to top
E	
Educational Services (Post-Secondary Education) Award [MA000075]	13 April 2020
Educational Services (Schools) General Staff Award [MA000076]	29 May 2020
Educational Services (Teachers) Award [MA000077]	Start date to be confirmed
Electrical, Electronic and Communications Contracting Award [MA000025]	Start date to be confirmed
Electrical Power Industry Award [MA000088]	4 February 2020
F	
Fast Food Industry Award [MA000003]	Start date to be confirmed
Fire Fighting Industry Award [MA000111]	4 May 2020
Fitness Industry Award [MA000094]	Start date to be confirmed
Food, Beverage and Tobacco Manufacturing Award [MA000073]	Start date to be confirmed
Funeral Industry Award [MA000105]	Start date to be confirmed
G	
Gardening and Landscaping Services Award [MA000101]	4 February 2020
Gas Industry Award [MA000061]	4 May 2020
General Retail Industry Award [MA000004]	Start date to be confirmed
Graphic Arts, Printing and Publishing Award [MA000026]	Start date to be confirmed
	Back to top
H	
Hair and Beauty Industry Award [MA000005]	Start date to be confirmed
Health Professionals and Support Services Award [MA000027]	Expected to start 18 June 2020
Higher Education Industry - Academic Staff - Award [MA000006]	13 April 2020
Higher Education Industry - General Staff - Award [MA000007]	4 May 2020
Horse and Greyhound Training Award [MA000008]	Expected to start 18 June 2020
Horticulture Award [MA000028]	Start date to be confirmed
Hospitality Industry (General) Award [MA000009]	29 May 2020
Hydrocarbons Field Geologists Award [MA000064]	13 April 2020
Hydrocarbons Industry (Upstream) Award [MA000062]	4 February 2020
J	
Joinery and Building Trades Award [MA000029]	Start date to be confirmed
Journalists Published Media Award [MA000067]	Expected to start 18 June 2020
	Back to top
L	
Labour Market Assistance Industry Award [MA000099]	4 May 2020
Legal Services Award [MA000116]	4 February 2020

Live Performance Award [MA000081]	Start date to be confirmed
Local Government Industry Award [MA000112]	29 May 2020
M	
Mannequins and Models Award [MA000117]	13 April 2020
Manufacturing and Associated Industries and Occupations Award [MA000010]	29 May 2020
Marine Tourism and Charter Vessels Award [MA000093]	Expected to start 18 June 2020
Marine Towage Award [MA000050]	Expected to start 18 June 2020
Maritime Offshore Oil and Gas Award [MA000086]	13 April 2020
Market and Social Research Award [MA000030]	4 February 2020
Meat Industry Award [MA000059]	4 May 2020
Medical Practitioners Award [MA000031]	4 February 2020
Mining Industry Award [MA000011]	13 April 2020
Miscellaneous Award [MA000104]	Expected to start 18 June 2020
Mobile Crane Hiring Award [MA000032]	Start date to be confirmed
N	
Nursery Award [MA000033]	4 February 2020
Nurses Award [MA000034]	Start date to be confirmed
O	
Oil Refining and Manufacturing Award [MA000072]	4 February 2020
	Back to top
P	
Passenger Vehicle Transportation Award [MA000063]	13 April 2020
Pastoral Award [MA000035]	Start date to be confirmed
Pest Control Industry Award [MA000097]	Expected to start 18 June 2020
Pharmaceutical Industry Award [MA000069]	Start date to be confirmed
Pharmacy Industry Award [MA000012]	Start date to be confirmed
Plumbing and Fire Sprinklers Award [MA000036]	Start date to be confirmed
Port Authorities Award [MA000051]	4 February 2020
Ports, Harbours and Enclosed Water Vessels Award [MA000052]	Expected to start 18 June 2020
Poultry Processing Award [MA000074]	4 May 2020
Premixed Concrete Award [MA000057]	4 February 2020
Professional Diving Industry (Industrial) Award [MA000108]	13 April 2020
Professional Diving Industry (Recreational) Award [MA000109]	13 April 2020
Professional Employees Award [MA000065]	Expected to start 18 June 2020
	Back to top
R	
Racing Clubs Events Award [MA000013]	Start date to be confirmed
Racing Industry Ground Maintenance Award [MA000014]	4 February 2020

Rail Industry Award [MA000015]	29 May 2020
Real Estate Industry Award [MA000106]	4 February 2020
Registered and Licensed Clubs Award [MA000058]	Start date to be confirmed
Restaurant Industry Award [MA000119]	29 May 2020
Road Transport and Distribution Award [MA000038]	4 May 2020
Road Transport (Long Distance Operations) Award [MA000039]	4 May 2020
	Back to top
S	
Salt Industry Award [MA000107]	Start date to be confirmed
Seafood Processing Award [MA000068]	4 February 2020
Seagoing Industry Award [MA000122]	Expected to start 18 June 2020
Security Services Industry Award [MA000016]	Expected to start 18 June 2020
Silviculture Award [MA000040]	4 February 2020
Social, Community, Home Care and Disability Services Industry Award [MA000100]	Start date to be confirmed
Sporting Organisations Award [MA000082]	4 February 2020
State Government Agencies Award [MA000121]	4 February 2020
Stevedoring Industry Award [MA000053]	13 April 2020
Storage Services and Wholesale Award [MA000084]	4 May 2020
Sugar Industry Award [MA000087]	Expected to start 18 June 2020
Supported Employment Services Award [MA000103]	Expected to start 18 June 2020
Surveying Award [MA000066]	4 February 2020
	Back to top
T	
Telecommunications Services Award [MA000041]	Start date to be confirmed
Textile, Clothing, Footwear and Associated Industries Award [MA000017]	Start date to be confirmed
Timber Industry Award [MA000071]	Start date to be confirmed
Transport (Cash in Transit) Award [MA000042]	4 May 2020
Travelling Shows Award [MA000102]	4 February 2020
V	
Vehicle Manufacturing, Repair, Services and Retail Award [MA000089] In the vehicle manufacturing industry? Your award is now the Manufacturing Award. See Changes to Award coverage for the vehicle manufacturing industry for more information.	29 May 2020
W	
Waste Management Award [MA000043]	4 May 2020
Water Industry Award [MA000113]	4 February 2020
Wine Industry Award [MA000090]	Start date to be confirmed
Wool Storage, Sampling and Testing Award [MA000044]	Start date to be confirmed

If you work or have a business in the vehicle manufacturing industry and you're currently covered by the Vehicle Award, you'll soon be covered by the Manufacturing Award. From 29 May 2020, the manufacturing stream of the Vehicle Manufacturing, Repair, Service and Retail Award [MA000089] is moving into the Manufacturing and Associated Industries and Occupations Award [MA000010].

The Vehicle Award's full title will change to the Vehicle Repair, Service and Retail Award [MA000089], and you'll be able to access updated information through our [pay and conditions tool \(PACT\)](https://calculate.fairwork.gov.au/findyouraward) [↗](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>) . The Manufacturing Award's name will stay the same, but will now include the vehicle manufacturing industry in its coverage clause.

Merging of the Quarrying Award and the Cement and Lime Award

From 4 February 2020, all of the Quarrying Award's terms and conditions moved into the Cement and Lime Award, and it is now called the Cement, Lime and Quarrying Award [MA000055]. You can access updated information through our [pay and conditions tool \(PACT\)](https://calculate.fairwork.gov.au/findyouraward) [↗](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>) .

More information

Visit the [Commission's website](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) (<https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review>) for more information about their review of modern awards.

[Back to top](#)

What to do next:

- [Sign up for our email updates \(www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates\)](http://www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates)
- If you're not sure which award applies to you or your employees, you can use [Find my award \(www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/\)](http://www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/)
- Use [PACT](https://calculate.fairwork.gov.au/findyouraward) [↗](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>) to calculate minimum wages and find other award conditions.

Help for small business

- Find tools, resources and information you might need on our [Small business page \(www.fairwork.gov.au/Find-help-for/Small-business/default/\)](http://www.fairwork.gov.au/Find-help-for/Small-business/default/) .

You might also be interested in:

- The Commission's [4 yearly 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) (<https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review>)
- Our [pay calculator](https://calculate.fairwork.gov.au/findyouraward) [↗](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>)
- The [Fair Work system](https://www.fairwork.gov.au/About-us/Legislation/The-Fair-Work-system/default) (<https://www.fairwork.gov.au/About-us/Legislation/The-Fair-Work-system/default>)
- [Modern awards fact sheet](https://www.fairwork.gov.au/How-we-will-help/templates-and-guides/Fact-sheets/Minimum-workplace-entitlements/modern-awards) (<https://www.fairwork.gov.au/How-we-will-help/templates-and-guides/Fact-sheets/Minimum-workplace-entitlements/modern-awards>) .

Page reference No: 9397

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.