

Junior pay rates

Annual Wage Review – 1 November 2021 changes

From 1 November 2021, minimum wages in 21 awards will increase. We'll update our pay tools with these new rates soon. See our [Annual Wage Review 2021 \(www.fairwork.gov.au/about-us/news-and-media-releases/website-news/annual-wage-review-2021\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/annual-wage-review-2021) page for more information.

Modern Award Review – Junior rates under the Retail Award

The Fair Work Commission has issued a decision that changes the way juniors are paid under the Retail Award. From the first full pay period on or after 1 May 2021, junior rates will only apply for classification levels 1, 2 and 3.

Use our [Pay guides \(www.fairwork.gov.au/pay/minimum-wages/pay-guides\)](http://www.fairwork.gov.au/pay/minimum-wages/pay-guides) or [Pay and Conditions Tool \(https://calculate.fairwork.gov.au/\)](https://calculate.fairwork.gov.au/) to find the new rates and allowances.

We have updated this page to reflect these changes.

A junior is an employee under 21 years of age. Use our [Pay and Conditions Tool \(www.fairwork.gov.au/pay/pay-calculator\)](http://www.fairwork.gov.au/pay/pay-calculator) to calculate junior pay rates.

Juniors get paid a percentage of the relevant adult pay rate unless the award, enterprise agreement or other [registered agreement \(www.fairwork.gov.au/Dictionary.aspx?TermID=2034\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034) doesn't have junior rates.

The percentages that apply are usually based on the employee's age and increase on their next birthday.

Example: Junior pay rate increases

Carly is 17 years old and works in a shop. She's entitled to 60% of the adult pay rate under her award. She turns 18 on 22 March. From 22 March she's entitled to 70% of the adult pay rate.

Find information about junior pay rates in your award by selecting from the list below.

Based on what you've told us, it looks like you're covered by the Clerks - Private Sector Award [MA000002].

Juniors, unless they are trade qualified, get paid a percentage of the relevant adult pay rate in the Clerks Award. Trade qualified junior employees have to be paid the adult rate of pay.

Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate junior pay rates.

To find out more about who this award applies to, go to the [Clerks Award summary \(www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000002-summary\)](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000002-summary).

Source reference: [Clerks - Private Sector Award \[MA000002\] clause 16.4](http://awardviewer.fwo.gov.au/award/show/MA000002) ¹ (<http://awardviewer.fwo.gov.au/award/show/MA000002>)

Tools and resources

- [Pay and Conditions Tool \(www.fairwork.gov.au/pay/pay-calculator\)](http://www.fairwork.gov.au/pay/pay-calculator)

Related information

- [Young workers & students \(www.fairwork.gov.au/find-help-for/young-workers-and-students/default\)](http://www.fairwork.gov.au/find-help-for/young-workers-and-students/default)
- [Protections at work \(www.fairwork.gov.au/employee-entitlements/protections-at-work/default\)](http://www.fairwork.gov.au/employee-entitlements/protections-at-work/default)
- [An employer's guide to employing young workers \(www.fairwork.gov.au/tools-and-resources/best-practice-guides/employing-young-workers\)](http://www.fairwork.gov.au/tools-and-resources/best-practice-guides/employing-young-workers)

Help for small business

Find tools, resources and information you might need in our [Small business showcase \(www.fairwork.gov.au/small-business-showcase/default\)](http://www.fairwork.gov.au/small-business-showcase/default) .

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 \(www.fairwork.gov.au/workplace-problems/fixing-a-workplace-problem/default\)](http://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.

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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.