

## Junior pay rates

### Your pay, served right



Do you work in the fast food, restaurant or cafe industry?

Our interactive tools can help you work out your pay and entitlements.

Visit [Find help for fast food, restaurants, and cafes \(www.fairwork.gov.au/find-help-for/fast-food-restaurants-cafes\)](http://www.fairwork.gov.au/find-help-for/fast-food-restaurants-cafes) 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 Calculator \(https://calculate.fairwork.gov.au/\)](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 Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) 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 Building and Construction General On-site Award [MA000020].

There are no junior pay rates in the Building and Construction Award.


Juniors have to be paid the relevant pay rate for their classification. This means that all employees (except trainees and apprentices) are entitled to the same minimum rate regardless of their age.

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

- check which classification applies to the work performed and
- calculate the adult pay rate for that classification.

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

[and-agreements/awards/award-summary/ma000020-summary](#)) .

Source reference: [Building and Construction On-site Award \[MA000020\] clause 19.1](#)  (<http://awardviewer.fwo.gov.au/award/show/MA000020>)

## 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

- Use our [Pay Calculator \(http://calculate.fairwork.gov.au/FindYourAward\)](#) to calculate junior pay rates
- Read [An employer's guide to employing young workers \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/employing-young-workers\)](#) for more information

### Help for small business

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

### You might also be interested in

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

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#### Contact us

Fair Work Online: [www.fairwork.gov.au](http://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

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