

Junior pay rates

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, or
- they have completed an apprenticeship and are trade qualified.

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 Hospitality Industry (General) Award 2010 [MA000009].

Juniors, unless they are trade qualified, get paid a percentage of the relevant adult pay rate in the Hospitality Award. Trade qualified junior employees must receive 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.

Special rates for working around alcohol

Juniors who sell or serve alcohol, including as a part of their general waiting duties, have to be paid the adult rate for their classification regardless of their age.

Age restrictions when serving alcohol

There are rules about at what age juniors can start serving alcohol.

The following table provides the contact details of the liquor licensing authority in each state and territory.

| State or territory | Department | Contact number |
|------------------------------|---|----------------|
| Victoria | Department of Justice | 1300 650 367 |
| New South Wales | Office of Liquor, Gaming and Racing | (02) 9995 0300 |
| Queensland | Department of Employment, Economic Development and Innovation | 13 13 04 |
| Northern Territory | Department of Justice | (08) 8999 1800 |
| Western Australia | Department of Racing, Gaming and Liquor | 1800 634 541 |
| South Australia | Office of the Liquor and Gambling Commissioner | (08) 8226 8410 |
| Tasmania | Department of Treasury and Finance | (03) 6233 6119 |
| Australian Capital Territory | Office of Regulatory Services | (02) 6207 0424 |

To find out more about who this award applies to, go to the [Hospitality Award summary \(www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000009-summary\)](http://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000009-summary).

Source reference: [Hospitality Industry \(General\) Award 2010 \[MA000009\] clause 15 and 20.5 ☞ \(http://awardviewer.fwo.gov.au/award/show/MA000009\)](http://awardviewer.fwo.gov.au/award/show/MA000009)

Think a mistake might have been made?

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

Check out our [Help resolving workplace issues \(www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default\)](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/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 \(http://calculate.fairwork.gov.au/FindYourAward\)](http://calculate.fairwork.gov.au/FindYourAward) to calculate junior pay rates
- Read [An employer's guide to employing young workers \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers) for more information

Help for small business

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

You might also be interested in

- [Young workers & students \(www.fairwork.gov.au/find-help-for/young-workers-and-students/default\)](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 \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/an-employers-guide-to-employing-young-workers)
- [A guide for young workers \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/a-guide-for-young-workers\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/a-guide-for-young-workers)

Page reference No: 1653

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.