

## 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 Manufacturing and Associated Industries and Occupations Award 2010 [MA000010].

Juniors get paid a percentage of the relevant adult pay rate in the Manufacturing Award.


A trade qualified junior is paid the adult pay rate for trade qualified employees.

A junior who is undertaking the following work is also paid the adult pay rate:

- angle iron cropping where the material weighs more than 5.2 kg per metre and is not clamped
- assisting a steel furnace ladle operator other than in daubing or repairing ladles
- assisting a storeperson racking and/or loading and/or unloading off vehicles, heavy steel plates, bars or sections
- breaking up pig iron
- carrying material to or from a cupola forge or electric steel furnace or using the slicer or hanging on to the end of a bloom, except in the case of a junior moulder
- cutting out and punching rivets or plates
- cutting plates by means of a hammer and cold set
- plate edge planners in structural steel or ship building yards where the operator travels on the machine
- punching machines handling plates of a mass more than 38 kg, or
- shearing machines, other than guillotine plate shearers, handling plates of a mass of more than 38 kg.

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

To find out more about who this award applies to, go to the [Manufacturing Award summary \(https://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000010-summary\)](https://www.fairwork.gov.au/awards-and-agreements/awards/award-summary/ma000010-summary) .

Source reference: [Manufacturing and Associated Industries and Occupations Award 2010 \[MA000010\] clause 29](http://award-viewer.fwo.gov.au/award/show/MA000010)  (<http://award-viewer.fwo.gov.au/award/show/MA000010>)

## 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) .

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### 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)

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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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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.