

Pay guides

Annual Wage Review – 1 February 2021 changes

From the first full pay period on or after 1 February 2021, new minimum wages for the retail, hospitality, food services and other industries come into effect. For more information, visit [The Commission's announcement of a 1.75% increase to minimum wages \(www.fairwork.gov.au/about-us/news-and-media-releases/website-news/the-commission-has-announced-a-1-75-increase-to-minimum-wages\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/the-commission-has-announced-a-1-75-increase-to-minimum-wages) .

The Fair Work Commission will issue the updated pay rates on 21 January 2021 and we'll update our [Pay guides \(www.fairwork.gov.au/pay/minimum-wages/pay-guides\)](http://www.fairwork.gov.au/pay/minimum-wages/pay-guides) and [Pay Calculator \(https://calculate.fairwork.gov.au/\)](https://calculate.fairwork.gov.au/) as soon as possible after this date.

Changes to casual and overtime award clauses

The Fair Work Commission has updated the casual and overtime clauses in most awards. The updates start from the first full pay period on or after 20 November 2020. See [Updates to casual and overtime clauses in most awards \(www.fairwork.gov.au/about-us/news-and-media-releases/website-news/updates-to-casual-and-overtime-clauses-in-most-awards\)](http://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/updates-to-casual-and-overtime-clauses-in-most-awards) to find out which awards are affected and what it means for you.

There are new versions of awards being released throughout 2020.

Check out [Changes to awards in 2020 \(www.fairwork.gov.au/awards-and-agreements/awards/changes-to-awards-in-2020\)](http://www.fairwork.gov.au/awards-and-agreements/awards/changes-to-awards-in-2020) for more information.

Browse the full list of pay guides to access the one that applies to you.

The pay guides have the current minimum pay rates for full-time, part-time and casual employees in an award. They also include all the monetary allowances and the most frequently used penalty rates for each classification.

Pay guides don't apply when a business has a registered agreement and the employee is covered by it.

You can also find current pay rates, and pay rates from past years, by using our [Pay Calculator \(https://calculate.fairwork.gov.au/find-youraward\)](https://calculate.fairwork.gov.au/find-youraward) .

Every award has information about who is covered by it. You can visit the [Awards page \(www.fairwork.gov.au/awards-and-agreements/awards/default\)](http://www.fairwork.gov.au/awards-and-agreements/awards/default) if you're not sure which one applies to you.

A – Z list of awards

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A

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[Fast Food Industry Award \[MA000003\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/fast-food-industry-award-ma000003-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/fast-food-industry-award-ma000003-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/fast-food-industry-award-ma000003-pay-guide.pdf.aspx) Sunday penalty rates in the Fast Food Award are changing as a result of a Fair Work Commission Decision. You can find the updated rates in the pay guide. Visit our [Penalty rates changes page](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) (www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) for more information.



[Fire Fighting Industry Award \[MA000111\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/fire-fighting-industry-award-ma000111-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/fire-fighting-industry-award-ma000111-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/fire-fighting-industry-award-ma000111-pay-guide.pdf.aspx)



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www.fairwork.gov.au/ArticleDocuments/872/fitness-industry-award-ma000094-pay-guide.pdf.aspx) [Food, Beverage and Tobacco Manufacturing Award \[MA000073\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/food-beverage-and-tobacco-manufacturing-award-ma000073-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/food-beverage-and-tobacco-manufacturing-award-ma000073-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/food-beverage-and-tobacco-manufacturing-award-ma000073-pay-guide.pdf.aspx)



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G

[Gardening and Landscaping Services Award \[MA000101\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/gardening-and-landscaping-services-award-ma000101-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/gardening-and-landscaping-services-award-ma000101-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/gardening-and-landscaping-services-award-ma000101-pay-guide.pdf.aspx)



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[General Retail Industry Award \[MA000004\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.pdf.aspx) Certain penalty rates in the Retail Award are changing as a result of a Fair Work Commission decision. You can find the updated rates in the pay guide. Visit our [Penalty rates changes page](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) (www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) for more information.



[Graphic Arts, Printing and Publishing Award \[MA000026\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/graphic-arts-printing-and-publishing-award-ma000026-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/graphic-arts-printing-and-publishing-award-ma000026-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/graphic-arts-printing-and-publishing-award-ma000026-pay-guide.pdf.aspx)

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[Health Professionals and Support Services Award \[MA000027\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/health-professionals-and-support-services-award-ma000027-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/health-professionals-and-support-services-award-ma000027-pay-guide.pdf.aspx)



[Higher Education Industry - Academic Staff - Award \[MA000006\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/higher-education-industry-academic-staff-award-ma000006-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/higher-education-industry-academic-staff-award-ma000006-pay-guide.pdf.aspx)

[Higher Education Industry - General Staff - Award \[MA000007\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/higher-education-industry-general-staff-award-ma000007-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/higher-education-industry-general-staff-award-ma000007-pay-guide.pdf.aspx)

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[Hospitality Industry \(General\) Award \[MA000009\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/hospitality-industry-general-award-ma000009-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/hospitality-industry-general-award-ma000009-pay-guide.pdf.aspx) Sunday penalty rates in the Hospitality Award are changing as a result of a Fair Work Commission Decision. You can find the updated rates in the pay guide. Visit our [Penalty rates changes page \(www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017\)](#) for more information.

[Hydrocarbons Field Geologists Award \[MA000064\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/hydrocarbons-field-geologists-award-ma000064-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/hydrocarbons-field-geologists-award-ma000064-pay-guide.pdf.aspx)

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[Medical Practitioners Award \[MA000031\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/medical-practitioners-award-ma000031-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/medical-practitioners-award-ma000031-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/medical-practitioners-award-ma000031-pay-guide.pdf.aspx)



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Looking for the Retail Award? It's actually called "General Retail Industry Award" and it's listed under G, but here is a quick link to it: [General Retail Industry Award \[MA000004\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.pdf.aspx)

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[Security Services Industry Award \[MA000016\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/security-services-industry-award-ma000016-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/security-services-industry-award-ma000016-pay-guide.pdf.aspx)

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[Social, Community, Home Care and Disability Services Industry Award \[MA000100\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/social-community-home-care-and-disability-services-industry-award-ma000100-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/social-community-home-care-and-disability-services-industry-award-ma000100-pay-guide.pdf.aspx)



For employees in Queensland, whose employers are non-constitutional corporations, use our [Pay Calculator \(https://calculate.fairwork.gov.au/findyouraward\)](https://calculate.fairwork.gov.au/findyouraward) . For pay rates prior to 1 December 2020, visit the [Social and Community services industry pay rates page \(www.fairwork.gov.au/pay/minimum-wages/social-and-community-services-industry-pay-rates/default\)](http://www.fairwork.gov.au/pay/minimum-wages/social-and-community-services-industry-pay-rates/default) for the relevant pay



guides.



[Sporting Organisations Award \[MA000082\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/sporting-organisations-award-ma000082-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/sporting-organisations-award-ma000082-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/sporting-organisations-award-ma000082-pay-guide.pdf.aspx)



[State Government Agencies Award \[MA000121\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/state-government-agencies-award-ma000121-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/state-government-agencies-award-ma000121-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/state-government-agencies-award-ma000121-pay-guide.pdf.aspx)

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[Storage Services and Wholesale Award \[MA000084\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/storage-services-and-wholesale-award-ma000084-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/storage-services-and-wholesale-award-ma000084-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/storage-services-and-wholesale-award-ma000084-pay-guide.pdf.aspx)

[Sugar Industry Award \[MA000087\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/sugar-industry-award-ma000087-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/sugar-industry-award-ma000087-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/sugar-industry-award-ma000087-pay-guide.pdf.aspx)



[Supported Employment Services Award \[MA000103\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/supported-employment-services-award-ma000103-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/supported-employment-services-award-ma000103-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/supported-employment-services-award-ma000103-pay-guide.pdf.aspx)



[Surveying Award \[MA000066\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/surveying-award-ma000066-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/surveying-award-ma000066-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/surveying-award-ma000066-pay-guide.pdf.aspx)

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[Telecommunications Services Award \[MA000041\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/telecommunications-services-award-ma000041-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/telecommunications-services-award-ma000041-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/telecommunications-services-award-ma000041-pay-guide.pdf.aspx)



[Textile, Clothing, Footwear and Associated Industries Award \[MA000017\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/textile-clothing-footwear-and-associated-industries-award-ma000017-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/textile-clothing-footwear-and-associated-industries-award-ma000017-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/textile-clothing-footwear-and-associated-industries-award-ma000017-pay-guide.pdf.aspx)

[Timber Industry Award \[MA000071\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/timber-industry-award-ma000071-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/timber-industry-award-ma000071-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/timber-industry-award-ma000071-pay-guide.pdf.aspx)


[Transport \(Cash in Transit\) Award \[MA000042\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/transport-cash-in-transit-award-ma000042-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/transport-cash-in-transit-award-ma000042-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/transport-cash-in-transit-award-ma000042-pay-guide.pdf.aspx)

[Travelling Shows Award \[MA000102\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/travelling-shows-award-ma000102-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/travelling-shows-award-ma000102-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/travelling-shows-award-ma000102-pay-guide.pdf.aspx)


V



[Vehicle Manufacturing, Repair, Services and Retail Award \[MA000089\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/vehicle-manufacturing-repair-services-and-retail-award-ma000089-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/vehicle-manufacturing-repair-services-and-retail-award-ma000089-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/vehicle-manufacturing-repair-services-and-retail-award-ma000089-pay-guide.pdf.aspx)

W

[Waste Management Award \[MA000043\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/waste-management-award-ma000043-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/waste-management-award-ma000043-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/waste-management-award-ma000043-pay-guide.pdf.aspx)

[Water Industry Award \[MA000113\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/water-industry-award-ma000113-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/water-industry-award-ma000113-pay-guide.docx.aspx)

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[Wine Industry Award \[MA000090\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/wine-industry-award-ma000090-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/wine-industry-award-ma000090-pay-guide.pdf.aspx)

[Wool Storage, Sampling and Testing Award \[MA000044\] Pay Guide](#)  (www.fairwork.gov.au/ArticleDocuments/872/wool-storage-sampling-and-testing-award-ma000044-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/wool-storage-sampling-and-testing-award-ma000044-pay-guide.pdf.aspx)

What to do next:

- Check [Minimum wages \(www.fairwork.gov.au/pay/minimum-wages/default\)](http://www.fairwork.gov.au/pay/minimum-wages/default) for information on pay rates
- Visit the [Awards page \(www.fairwork.gov.au/awards-and-agreements/awards/default\)](http://www.fairwork.gov.au/awards-and-agreements/awards/default) if you're not sure which award applies to you

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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- [Penalty rates and allowances \(www.fairwork.gov.au/pay/penalty-rates-and-allowances/default\)](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/default)
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- [Salary payments \(www.fairwork.gov.au/pay/minimum-wages/salary-payments\)](http://www.fairwork.gov.au/pay/minimum-wages/salary-payments)
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- [Awards and agreement free \(www.fairwork.gov.au/awards-and-agreements/award-and-agreement-free-wages-and-conditions\)](http://www.fairwork.gov.au/awards-and-agreements/award-and-agreement-free-wages-and-conditions)

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