

Pay guides

Annual Wage Review - check out the new minimum rates



The Fair Work Commission has increased minimum pay rates by 3.0% from the first full pay period on or after 1 July 2019.

You can find the new rates in our [Pay Calculator \(https://calculate.fairwork.gov.au/\)](https://calculate.fairwork.gov.au/) and [Pay Guides \(https://www.fairwork.gov.au/pay/minimum-wages/pay-guides\)](https://www.fairwork.gov.au/pay/minimum-wages/pay-guides) .

If you're using the calculator, just set the date to 1 July 2019 or after.

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 apply from 1 July 2019. 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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[Air Pilots Award 2010 \[MA000046\] Pay Guide \(www.fairwork.gov.au/ArticleDocuments/872/air-pilots-award-ma000046-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/air-pilots-award-ma000046-pay-guide.docx.aspx) [\(www.fairwork.gov.au/ArticleDocuments/872/air-pilots-award-ma000046-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/air-pilots-award-ma000046-pay-guide.pdf.aspx)

[\(www.fairwork.gov.au/ArticleDocuments/872/air-pilots-award-ma000046-pay-guide.pdf.aspx\) Airport Employees Award 2010 \[MA000049\] Pay Guide \(www.fairwork.gov.au/ArticleDocuments/872/airport-employees-award-ma000049-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/airport-employees-award-ma000049-pay-guide.docx.aspx) [\(www.fairwork.gov.au/ArticleDocuments/872/airport-employees-award-ma000049-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/airport-employees-award-ma000049-pay-guide.pdf.aspx)

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[Aluminium Industry Award 2010 \[MA000060\] Pay Guide !\[\]\(50ba758255c5d7cec2761495a31c7c80_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/aluminium-industry-award-ma000060-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/aluminium-industry-award-ma000060-pay-guide.docx.aspx) [!\[\]\(4991d58d1e01404b6cc46722865f5a5a_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/aluminium-industry-award-ma000060-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/aluminium-industry-award-ma000060-pay-guide.pdf.aspx)

[Ambulance and Patient Transport Industry Award 2010 \[MA000098\] Pay Guide !\[\]\(529949c2c3dadbaa4e538e8c643454bc_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/ambulance-and-patient-transport-industry-award-ma000098-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/ambulance-and-patient-transport-industry-award-ma000098-pay-guide.docx.aspx) [!\[\]\(9d83b67c094360bb3c4e3b68ca3d779f_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/ambulance-and-patient-transport-industry-award-ma000098-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/ambulance-and-patient-transport-industry-award-ma000098-pay-guide.pdf.aspx)

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[Animal Care and Veterinary Services Award 2010 \[MA000118\] Pay Guide !\[\]\(99f58673407353e96a019fbca558fd72_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/animal-care-and-veterinary-services-award-ma000118-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/animal-care-and-veterinary-services-award-ma000118-pay-guide.docx.aspx) [!\[\]\(2113e5cba4d11862fa536c379e9b61cd_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/animal-care-and-veterinary-services-award-ma000118-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/animal-care-and-veterinary-services-award-ma000118-pay-guide.pdf.aspx)

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[Asphalt Industry Award 2010 \[MA000054\] Pay Guide !\[\]\(a870788d6ed9b8fd294b7654a8c8526b_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/asphalt-industry-award-ma000054-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/asphalt-industry-award-ma000054-pay-guide.docx.aspx) [!\[\]\(18065afa4ef6662bca9f3f6088f7de30_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/asphalt-industry-award-ma000054-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/asphalt-industry-award-ma000054-pay-guide.pdf.aspx)

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[Black Coal Mining Industry Award 2010 \[MA000001\] Pay Guide !\[\]\(6059a5aa8b4ca7bb793408023d6c6e42_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/black-coal-mining-industry-award-ma000001-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/black-coal-mining-industry-award-ma000001-pay-guide.docx.aspx) [!\[\]\(d293b9aef7d8767760396289fbc64e8a_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/black-coal-mining-industry-award-ma000001-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/black-coal-mining-industry-award-ma000001-pay-guide.pdf.aspx)

[Book Industry Award 2010 \[MA000078\] Pay Guide !\[\]\(c50c8b7b2cc2cf9ff925edec0ee94c0d_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/book-industry-award-ma000078-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/book-industry-award-ma000078-pay-guide.docx.aspx) [!\[\]\(8bed43dc33ecdde61e2f76c8f5517125_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/book-industry-award-ma000078-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/book-industry-award-ma000078-pay-guide.pdf.aspx)

[Broadcasting, Recorded Entertainment and Cinemas Award 2010 \[MA000091\] Pay Guide !\[\]\(6a9b39b98eb945faa14c645ec99e4eaa_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/broadcasting-recorded-entertainment-and-cinemas-award-ma000091-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/broadcasting-recorded-entertainment-and-cinemas-award-ma000091-pay-guide.docx.aspx) [!\[\]\(182077db5bac9ff62bf376fe37ffa951_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/broadcasting-recorded-entertainment-and-cinemas-award-ma000091-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/broadcasting-recorded-entertainment-and-cinemas-award-ma000091-pay-guide.pdf.aspx)

[Building and Construction General On-site Award 2010 \[MA000020\] Pay Guide !\[\]\(9c2e8d1b5bd77cb5c9f83b7a9cff79fd_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/building-and-construction-general-on-site-award-ma000020-pay-guide.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/building-and-construction-general-on-site-award-ma000020-pay-guide.docx.aspx) [!\[\]\(f822cba4d3f2ea10b4ad95c475f0f631_img.jpg\) \(www.fairwork.gov.au/ArticleDocuments/872/building-and-construction-general-on-site-award-ma000020-pay-guide.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/872/building-and-construction-general-on-site-award-ma000020-pay-guide.pdf.aspx)

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[Cemetery Industry Award 2010 \[MA000070\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/cemetery-industry-award-ma000070-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/cemetery-industry-award-ma000070-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/cemetery-industry-award-ma000070-pay-guide.pdf.aspx)

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[Corrections and Detention \(Private Sector\) Award 2010 \[MA000110\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/corrections-and-detention-private-sector-award-ma000110-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/corrections-and-detention-private-sector-award-ma000110-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/corrections-and-detention-private-sector-award-ma000110-pay-guide.pdf.aspx)

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[Educational Services \(Schools\) General Staff Award 2010 \[MA000076\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/educational-services-schools-general-staff-award-ma000076-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/educational-services-schools-general-staff-award-ma000076-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/educational-services-schools-general-staff-award-ma000076-pay-guide.pdf.aspx)



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[Fast Food Industry Award 2010 \[MA000003\] Pay Guide](#)  (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 \(https://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017\)](https://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) for more information.



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[General Retail Industry Award 2010 \[MA000004\] 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) 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 \(www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017\)](http://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) for more information.



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[Hospitality Industry \(General\) Award 2010 \[MA000009\] Pay Guide](http://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.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 \(https://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017\)](https://www.fairwork.gov.au/pay/penalty-rates-and-allowances/penalty-rates-changes-2017) for more information.

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[Professional Employees Award 2010 \[MA000065\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/professional-employees-award-ma000065-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/professional-employees-award-ma000065-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/professional-employees-award-ma000065-pay-guide.pdf.aspx)



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[Quarrying Award 2010 \[MA000037\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/quarrying-award-ma000037-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/quarrying-award-ma000037-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/quarrying-award-ma000037-pay-guide.pdf.aspx)

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[Registered and Licensed Clubs Award 2010 \[MA000058\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/registered-and-licensed-clubs-award-ma000058-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/registered-and-licensed-clubs-award-ma000058-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/registered-and-licensed-clubs-award-ma000058-pay-guide.pdf.aspx)

[Restaurant Industry Award 2010 \[MA000119\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/restaurant-industry-award-ma000119-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/restaurant-industry-award-ma000119-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/restaurant-industry-award-ma000119-pay-guide.pdf.aspx)



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 2010 \[MA000004\] 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)

[Road Transport and Distribution Award 2010 \[MA000038\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/road-transport-and-distribution-award-ma000038-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/road-transport-and-distribution-award-ma000038-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/road-transport-and-distribution-award-ma000038-pay-guide.pdf.aspx)

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[Seagoing Industry Award 2010 \[MA000122\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/seagoing-industry-award-ma000122-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/seagoing-industry-award-ma000122-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/seagoing-industry-award-ma000122-pay-guide.pdf.aspx)

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[Silviculture Award 2010 \[MA000040\] Pay Guide](http://www.fairwork.gov.au/ArticleDocuments/872/silviculture-award-ma000040-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/silviculture-award-ma000040-pay-guide.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/silviculture-award-ma000040-pay-guide.pdf.aspx)

[Social, Community, Home Care and Disability Services Industry Award 2010 \[MA000100\] Pay Guide](http://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.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/social-community-home-care-and-disability-services-industry-award-ma000100-pay-guide.pdf.aspx)



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[Sporting Organisations Award 2010 \[MA000082\] 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)

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Textile, Clothing, Footwear and Associated Industries Award 2010 [MA000017] Pay Guide  (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 2010 [MA000071] Pay Guide  (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 2010 [MA000042] Pay Guide  (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 2010 [MA000102] Pay Guide  (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)



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Vehicle Manufacturing, Repair, Services and Retail Award 2010 [MA000089] Pay Guide  (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)

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Waste Management Award 2010 [MA000043] Pay Guide  (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)

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[Wool Storage, Sampling and Testing Award 2010 \[MA000044\] Pay Guide](http://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.docx.aspx)  (www.fairwork.gov.au/ArticleDocuments/872/wool-storage-sampling-and-testing-award-ma000044-pay-guide.pdf.aspx)

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- Check [Minimum wages](http://www.fairwork.gov.au/pay/minimum-wages/default) (www.fairwork.gov.au/pay/minimum-wages/default) for information on pay rates
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Help for small business

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

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