Awards

What are awards?

Awards (modern awards) are legal documents that outline the minimum pay rates and conditions of employment. There are more than 100 industry or occupation awards that cover most people who work in Australia. Find out which award covers you below. Check out the Changes to awards in 2020 (www.fairwork.gov.au/awards-and-agreements/awards/changes-to-awards-in-2020).

Who do awards cover?

Awards apply to employers and employees depending on the industry they work in and the type of job worked. Every award has information about who it covers. To work out which award applies, read:

- the coverage clause (usually clause 4)
- the job classifications (usually in the pay clause or a schedule).

Awards don’t apply when an employer has a registered agreement in place. If your workplace has a registered agreement, go to our Agreements page (https://www.fairwork.gov.au/awards-and-agreements/agreements/default).

Find out which award applies to you.

If you can’t find your occupation or industry using the above you can also view the List of awards page (https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards/list-of-awards).

Can an employer be covered by more than one award?

An employer can be covered by more than one award depending on the jobs the employees do.

Example: 2 awards applying to 1 employer

Jo runs a building and construction business. He has qualified carpenters as well as office staff who do administration work. 2 awards will apply to his business:

- Building and Construction Award – for his qualified carpenters
- Clerks Award – for his office staff.

If multiple awards apply to an employer you can reuse this tool to find each separate award.
What to do next

- Search the Fair Work Commission (http://www.fwc.gov.au) website for a registered agreement
- Check Wages and conditions (https://www.fairwork.gov.au/awards-and-agreements/award-and-agreement-free-wages-and-conditions) if there is no award or registered agreement that covers the employee’s job

You might also be interested in

- Need to find an award that applied before 1 January 2010? Search the Fair Work Commission’s Award database (https://www.fwc.gov.au/search/document/award)
- Hiring employees online learning course (www.fairwork.gov.au/How-we-will-help/online-training/online-learning-centre/hiring-employees)

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