



Employing staff in fast food, restaurants and cafes

Knowing the true labour costs of running your business involves being informed and prepared to meet your legal obligations before you start hiring.

Here we've got key tools and resources to help you get started. If you've already hired staff, this information will help you check that you've calculated their wages correctly.

Use our calculators

Just like business costs change, so do rates of pay. Minimum award rates are **reviewed** each year so **subscribe to our email updates** to be notified of any changes.

You can also access our:

- ▶ **Pay Calculator** or **pay guides** to check the minimum pay rates in an award, including penalty rates, overtime, and allowances
- ▶ **[Fast Food Award summary tool](#)**
- ▶ **[Restaurant Award summary tool](#)**
- ▶ **[Notice and Redundancy Calculator for termination entitlements](#)**
- ▶ **[Leave Calculator](#)**.

Our award summary tools also highlight your obligations with **[special or protective clothing and footwear](#)**.

Get our help

Small business employers can access our **[Employer Advisory Service](#)** for free tailored written advice about pay and conditions.

All employers can **[contact our Infoline Advisers](#)** for workplace information over the phone.

Follow us and engage with our social media content on **[Facebook](#)**, **[LinkedIn](#)**, **[Instagram](#)** or **[X](#)**.

[Subscribe to our email updates](#) to keep up to date with important workplace issues, choosing the topics relevant to you.

Check minimum wages and entitlements

To work out labour costs when employing staff, you need to know which award or registered agreement covers your business. Awards are the legal documents that set the rules for pay, hours of work and other entitlements for many fast food, restaurant and café businesses.

Take a look at our **[Fast food, restaurants and cafes webpage](#)** for industry specific info about:

- ▶ wages and penalty rates
- ▶ salary payments and flat rates
- ▶ pay slip, unpaid trials, rostering and record-keeping rules
- ▶ leave, allowances and breaks.

Wage rates will be different for different roles and different rates can also apply on certain days or times of the day.

Intentional **[underpayment of wages](#)** or entitlements can be a criminal offence.

Viability and essential tools

New business owners often underestimate their labour costs before hiring staff. There are online tools to help you assess whether your business is generating enough profit to be sustainable.

The Australian Taxation Office's website has **[Essentials to Strengthen Your Business](#)** which includes free online learning modules designed to help small businesses build financial and business capability, make informed decisions, and meet their obligations.

In addition, the Australian Taxation Office has **[business viability tools](#)** and small business benchmarks for **[restaurants](#)** and **[take away food services](#)**.

You can also explore the **[financial health check tools](#)** from **[business.gov.au](#)**.