



National Minimum Wage Increase

The Fair Work Commission (the Commission) reviews the National Minimum Wage and minimum award rates of pay each year.

We're here to help you with

The Fair Work Commission has announced a 3.75% increase to the National Minimum Wage and minimum award wages.



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How does the minimum wage increase work?

Each year, **an expert panel** appointed by the Fair Work Commission (FWC) reviews and **sets minimum wages for all employees** in Australia.

This process includes **reviewing the national minimum wage (NMW)** and **increases for employees** covered by **modern award** instruments.

Any changes typically take effect on July 1st each year.

What are the minimum wage objectives?

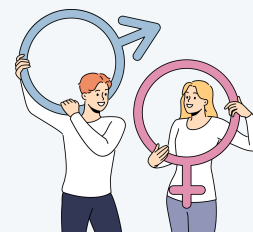
The expert panel is required to make its national minimum wage decision in light of the **minimum wage objectives** as set out in the Fair Work Act 2009 (Cth), which for the first time, includes a gender equality objective.



The **performance and competitiveness** of the **national economy**, including productivity, business viability, inflation, and employment growth.



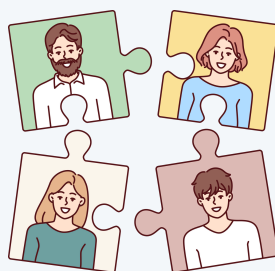
Providing a **comprehensive range of fair minimum wages** for **junior employees**, employees under **training arrangements**, and employees with **disabilities**.



The need to **achieve gender equality**, including ensuring equal pay for work of equal value, eliminating gender-based undervaluation, and addressing gender pay gaps.



Relative **living standards** and the needs of **low-paid** workers.



Promoting **social inclusion** through increased **workforce participation**.

Minimum wage is the **lowest amount of money** an employee gets paid for the regular hours they work. This rate usually depends on the **rules set out in their job agreement**, like a **modern award** or a **signed contract**.

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How much has the national minimum wage increased by?

On 3 June 2024, the Fair Work Commission handed down its national minimum wage decision.

From 1 July 2024, the national minimum wage and all award rates **will increase by 3.75%**, raising the national minimum wage to \$24.10 per hour or \$915.90 per week for a 38-hour week, **exclusive of superannuation**.

Why did the Commission increase the national minimum wage by 3.75%?

The **primary consideration** by the Fair Work Commission for the increase was the **cost-of-living pressures faced by employees** reliant on modern awards, especially those with low incomes.

Gender-based wage increase considerations

The Fair Work Commission has initiated proceedings to **address gender undervaluation** for **highly-feminised awards** such as early childhood education teachers, disability home care workers, dental assistants, pharmacists, psychologists and medical technicians in the second half of 2024.

Employees cannot be paid less than their applicable minimum wage, even if they agree to it.



The increase applies from the first full pay period starting on or after 1 July 2024

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What is the Fair Work Information Statement?

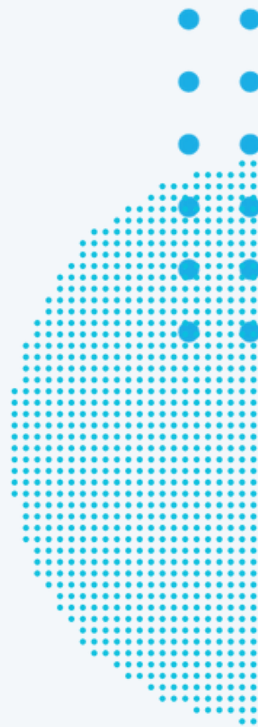
The Fair Work Information Statement (FWIS) provides **new employees** with information about their **conditions of employment**.

The updated FWIS with the new national minimum wage will be available for download from the Fair Work Ombudsman's website from 1 July 2024.

Do I need to notify my employees?

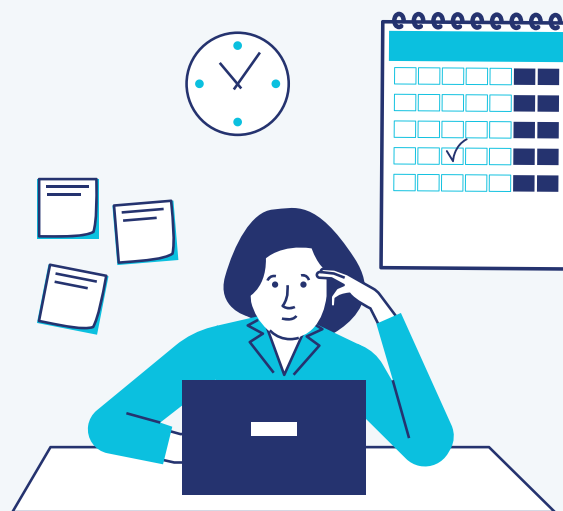
Employers **must give every new employee a copy of the FWIS** before or as soon as possible after the **commencement of employment**.

Employers must also **give every new casual employee a copy of the Casual Employment Information Statement (CEIS)** at the same time.



The screenshot shows the 'Fair Work Information Statement' document. It includes sections for 'Important information about your pay and conditions', 'Fair Work Laws', 'Awards', 'Enterprise agreements', 'Employment contracts', 'Your pay' (with a table of minimum wages), and 'Who can help?' (listing the Fair Work Ombudsman and Fair Work Commission).

Category	Details
National minimum wage	\$23.23/hour or \$882.88/week (based on a 38 hour week) for full-time employees
Part-time employees	\$23.23/hour
Casual employees	\$29.04/hour



Not sure where to start?

If you're struggling to navigate these changes, you don't have to tackle them alone, find more information at Small Business Peak, or visit fairwork.gov.au



SMALL BUSINESS PEAK

A large, white, stylized arrow graphic that starts as a horizontal line at the bottom left, then curves sharply upwards and to the right, ending in a triangular arrowhead. The text 'SMALL BUSINESS PEAK' is written in white, bold, sans-serif capital letters, with 'SMALL BUSINESS' on the top line and 'PEAK' on the bottom line, following the curve of the arrow.

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