

Fact Sheet

Minimum Annual Wage Review 2021

17 June 2021

Following the Annual Wage Review 2021, the Fair Work Commission has announced a 2.5% increase to minimum wages from the first full payroll after 1 July 2021.

The National Minimum Wage will increase to \$20.33 per hour or \$772.60 per week.

The increase will also apply to all award wages, with the award increase happening in 3 different stages. Just like 2020 the Fair Work Commission has reviewed Industries that have been heavily impacted by the COVID-19 Pandemic and made a number of determinations surrounding these increases. They have reviewed industry specific data, the period of time between successive review increases, the likelihood of future locks down and the impact that will have in the future. With these points considered they have released the following implementation days for the each Modern Award.

Stage	Modern Awards	Date of Increase
1	<ul style="list-style-type: none"> All Modern Awards except those in stage 2 and 3 below 	1 July 2021
2	<ul style="list-style-type: none"> General Retail Industry Award 2020 	1 September 2021
3	<ul style="list-style-type: none"> Air Pilots Award 2020 Aircraft Cabin Crew Award 2020 Airline Operations – Ground Staff Award 2020 Airport Employees Award 2020 Airservices Australia Enterprise Award 2016 Alpine Resorts Award 2020 Amusement, Events and Recreation Award 2020 Dry Cleaning and Laundry Industry Award 2020 Fitness Industry Award 2020 Hair and Beauty Industry Award 2010 Hospitality Industry (General) Award 2020 Live Performance Award 2020 Mannequins and Models Award 2020 Marine Tourism and Charter Vessels Award 2020 Nursery Award 2020 Racing Clubs Events Award 2020 Racing Industry Ground Maintenance Award 2020 Registered and Licensed Clubs Award 2020 Restaurant Industry Award 2020 Sporting Organisations Award 2020 Travelling Shows Award 2020 Wine Industry Award 2020. 	1 November 2021

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Next Steps

Following this wage increase, employers will be required to:

- Review the wages of their employees;
- Conduct a better off overall test for employees paid above minimum wage to ensure they are still above and no underpayment in present;
- Ensure that processes are in place to implement the required changes; and
- Consult with employees to ensure that they are aware of changes that apply to them.

In the event your employees are covered by an enterprise agreement, it is important to ensure that the base rates in those agreements remain at least equal to the new minimum Modern Award rates.

Need Help?

For more information regarding the wage increase please contact your Advisor.