

## Fact Sheet

### 2022 Employment Updates

July 2022

From 1st July 2022 a number of changes have been updated in the Employment Law space. These changes in most part reflect the remuneration component of an Employees engagement.

#### **Minimum Wage Increase**

The National Minimum Wage has increased by \$40 per week, which amounts to an increase of 5.2%. If you are paying Minimum Wage then you need to increase this on the first full pay cycle on or after the 1st July 2022.

#### **Award Wage Increase**

Award minimum wages have increased by 4.6% which are subject to a minimum increase for adult award classifications of \$40 per week and based on a 38-hour week for full-time employee.

The new rates can now be found [here](#). The rates in these calculators apply from the first full pay period on or after the 1st July 2022. The P.A.C.T calculator has the current minimum pay rates for full-time, part-time and casual employees and any allowances that might also need to be paid.

#### **Superannuation Guarantee**

The Superannuation Guarantee is now payable at a rate of 10.5% of gross wages. The Superannuation Guarantee also stipulates that Superannuation must be paid on any dollar earned. Previously Employees could earn up to \$450 per month before Superannuation was payable. This is no longer the case.

#### **High Income Threshold**

Fair Work have also increased the high income threshold for unfair dismissal claims. An Employee who wishes to lodge an unfair dismissal claim salary needs to be below \$162,000 from 1st July 2022. The cost of lodging an unfair dismissal case has also increased to \$77.80 per application.