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Fair Work, Minimum Wage And Employment Conditions



Fair Work, Minimum Wage And Employment Conditions

Brad Callaghan

Rejoining the workforce and want to know your rights. We will explore some of the changes that have recently occurred and things that you may need to be aware of.

All employee's are treated differently with regards to minimum pay and working conditions. This is classified by looking at their age, their industry, job classification and what award they fall under (e.g. a modern award, pre-modern award, workplace agreement etc).

This can be a very tricky mind field trying to work out what salary you are entitled to or what wage conditions you will have. If you don't fall within the below category then I would suggest that you contact Fair Work Australia on 13 13 94 or Industrial Relations on 13 16 28. With the vast majority of us falling under awards and with the changes to the pre and post awards I would strongly recommend that you look into your entitlements.

The recent changes to the National Minimum Wage order that were passed on the 3 June 2011 led to the minimum wage being increased to \$589.30 per week based on 38 hours. This represents \$15.51 per hour. However this wage rate does not apply to junior employees, an employee who has a training arrangement and an employee with a disability. The casual rate has a loading of 22% to the base rate above and the 12 week trial period still stands along with an extension period.

If you fall into one of the below then this applies to you:

- employed by a constitutional corporation (these are corporations that are trading or financial, usually Pty Ltd or Ltd companies)
- employed in Victoria, the Northern Territory or the ACT
- employed by the Commonwealth or a Commonwealth authority
- employed as waterside workers, maritime employees or flight crew officers employed in connection with interstate or overseas trade or commerce.

The Annual Wage Review **does not** apply to:

- employers who are sole traders and partnerships in Western Australia
- corporations in Western Australia whose main activities are not trading or financial
- state government public sector employers and employees (except in Victoria where most of these are covered by the national system)
- some local government employers and employees (depending on the nature of the State's referral). In Victoria and Tasmania all local government employers and employees are covered by the national system.

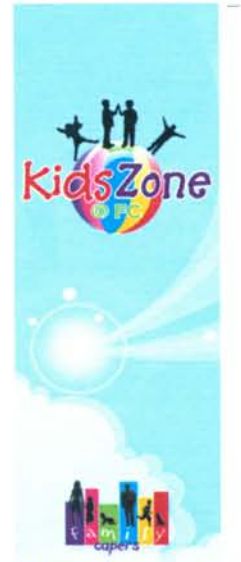
Remember to always check with the authorities as to what you are entitled to. You can also look on their websites to find out the detailed ins and outs of that particular award.

About The Author

Brad has more than 9 years professional accountancy experience. Brad has worked in Senior management roles within Taxation and Business Services dealing with a number of clients from a range of business sectors. Brad is an avid property investor and renovator and has always been involved in small business ventures since the age of fourteen.

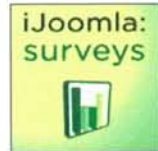
Callaghan Partners was formed to deliver and exceed our client's expectations: the continuation of this is the driving passion and focus of our business. Brad enjoys developing his own business interests and properly portfolio along with his interests in golf, horse and dog racing, sports and fishing. Brad also has a passion for helping others and has been a strong force behind the development as well as sitting on the board of the Ross Hutchinson Foundation.

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