**Minimum Wages Fact Sheet by Fair Work**

A minimum wage is an employee’s base rate of pay for ordinary hours worked. It is generally dependent on the industrial instrument that applies to their employment. For example, a modern award or registered agreement.

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

**Who determines minimum wages?**

Every year, the Fair Work Commission’s (FWC) Expert Panel reviews the minimum wages received by employees in the national workplace relations system. The review considers:

* written submissions from interested organisations and individuals
* consultations before the Expert Panel
* research commissioned by the Expert Panel.

At the conclusion of this review, a national minimum wage order is made which will apply from the first full pay period on or after 1 July each year.

**What is a national minimum wage order**

A national minimum wage order outlines the minimum wage for award and agreement-free employees.

The national minimum wage order must set the following wages for award or agreement-free employees:

* a national minimum wage for adults
* a special national minimum wage for:
* trainees, apprentices and junior employees
* employees to whom training arrangements apply
* employees with a disability
* a casual loading.

For further information about the Annual Wage Review and the National Minimum Wage Order, see sections 285–299 of the Fair Work Act 2009.

**What is the current national minimum wage?**

Your service supports you to make choices about what you want to do. The national minimum wage is currently $20.33 per hour or $772.60 per 38-hour week (before tax).

Casual employees covered by the national minimum wage also get at least a 25% casual loading.

For award and agreement-free junior employees, the percentage scale in the Miscellaneous Award 2010 is applied to the national minimum wage.

**Employees covered by a modern award**

Most employees in the national workplace system are covered by a modern award. These contain the minimum wage, as well as other terms and conditions, for employees in particular industries and occupations.

Some awards can have transitional arrangements as determined by the FWC. Employers and employees should check their relevant modern award(s) to determine if transitional arrangements apply.

Minimum wages under modern awards may include:

* wages rates for adults, in some cases, at different rates according to experience and qualifications
* wage rates for juniors, employees with a disability, and employees to whom training arrangements apply
* casual loadings
* piece rates

For further information on modern awards, go to Modern awards fact sheet. <https://www.fairwork.gov.au/tools-and-resources/templates>

To find out the minimum wage under a modern award, you can use the Pay and Conditions Tool. <https://calculate.fairwork.gov.au/FindYourAward>

**Contact Fair Work**

Online: [www.fairwork.gov.au](http://www.fairwork.gov.au) or Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing you with advice that you can rely on. The information contained in this fact sheet is general in nature. If you are unsure about how it applies to your situation

you can call our Infoline on 13 13 94 or speak with a union, industry association or a workplace relations professional.