

## National Minimum Wage Order 2019- 2020 Summary

On 19 June 2020, the national workplace relations tribunal, the Fair Work Commission, announced a **1.75%** increase in the national minimum wage and the minimum wage for each classification of each modern award. The decision was made as part of the Commission's annual wage review.

The [decision](#) determined different operative dates for different groups of awards as follows:

- Group 1 Awards - effective from the first full pay period on or after 1 July 2020
- Group 2 Awards - effective from the first full pay period on or after 1 November 2020
- Group 3 Awards - effective from the first full pay period on or after 1 February 2021

### National Minimum Wage Order 2019 - 2020

The national minimum wage order contains:

- A national minimum wage of \$753.80 per week or \$19.84 per hour;
- Two special national minimum wages for award/agreement free employees with a disability: for employees with a disability whose productivity is not affected, a minimum wage of \$753.80 per week or \$19.84 per hour based on a 38 hour week, and for employees whose productivity is affected, an assessment under the supported wage system ("SWS"), subject to a minimum payment fixed under the SWS;"
- Wage provisions for award/agreement free junior employees based on the percentages for juniors in the Miscellaneous Award 2020 applied to the national minimum wage
- The apprentice wage provisions and the National Training Wage Schedule in the Miscellaneous Award 2020 for award/agreement free employees to whom training arrangements apply, incorporated by reference and a provision that adult apprentices should not receive less than the national minimum wage; an
- A casual loading of 25 per cent for award/agreement free employees.

### National Training Wage

The operative date of wage increases for employees undertaking a traineeship under the National Training Wage will be in accordance with the operative date minimum wages for the Group 1, Group 2 and Group 3 Awards.

The increase in rates in the National Training Wage will take effect from

- 1 July 2020 for Group 1 awards,
- 1 November 2020 for Group 2 awards and
- 1 February 2021 for Group 3 awards.

This includes modern awards that refer to and incorporate the terms under Schedule E of the *Miscellaneous Award 2020*, which has an operative date of 1 November 2020.

## National Minimum Wage Order

The [National Minimum Wage Order 2020](#) covering award-free employees has also been issued. The order takes effect from the first full pay period on or after 1 July 2020.

## Supported Wage System

A [determination](#) varying the Supported Wage System schedule in some modern awards has been issued. The Supported Wage System has increased from \$87.00 to \$89.00 takes effect from the first full pay period on or after 1 July 2020.

If you require any further information on this or any other workplace relations matter, please contact the Workplace Relations Advice Line on (03) 8662 5222 for more information.

Please also keep in mind, the increased call volumes and workload during this period may lead to longer than usual wait times. We apologise for any inconvenience this may cause.

## GROUP 1 AWARDS

Increase is effective from the first full pay period starting on or after 1 July 2020

Aboriginal Community Controlled Health Services Award 2020 MA000115  
 Aged Care Award 2010 MA000018  
 Ambulance and Patient Transport Industry Award 2020 MA000098  
 Banking, Finance and Insurance Award 2020 MA000019  
 Cemetery Industry Award 2020 MA000070  
 Children's Services Award 2010 MA000120  
 Cleaning Services Award 2020 MA000022  
 Corrections and Detention (Private Sector) Award 2020 MA000110  
 Educational Services (Schools) General Staff Award 2020 MA000076  
 Educational Services (Teachers) Award 2010 MA000077  
 Electrical Power Industry Award 2020 MA000088  
 Fire Fighting Industry Award 2020 MA000111  
 Funeral Industry Award 2010 MA000105  
 Gas Industry Award 2020 MA000061  
 Health Professionals and Support Services Award 2020 MA000027  
 Medical Practitioners Award 2020 MA000031  
 Nurses Award 2010 MA000034  
 Pharmacy Industry Award 2020 MA000012  
 Social, Community, Home Care and Disability Services Industry Award 2010 MA000100  
 State Government Agencies Award 2020 MA000121  
 Water Industry Award 2020 MA000113

## GROUP 2 AWARDS

Increase is effective from the first full pay period starting on or after 1 November 2020

Aluminium Industry Award 2020 MA000060  
 Animal Care and Veterinary Services Award 2020 MA000118  
 Aquaculture Industry Award 2020 MA000114  
 Architects Award 2020 MA000079  
 Asphalt Industry Award 2020 MA000054  
 Black Coal Mining Industry Award 2010 MA000001  
 Book Industry Award 2020 MA000078  
 Broadcasting, Recorded Entertainment and Cinemas Award 2010 MA000091  
 Building and Construction General On-site Award 2010 MA000020  
 Business Equipment Award 2010 MA000021  
 Car Parking Award 2020 MA000095  
 Cement, Lime and Quarrying Award 2020 MA000055  
 Clerks—Private Sector Award 2010 MA000002  
 Coal Export Terminals Award 2020 MA000045  
 Concrete Products Award 2020 MA000056  
 Contract Call Centres Award 2020 MA000023  
 Cotton Ginning Award 2020 MA000024  
 Dredging Industry Award 2020 MA000085  
 Educational Services (Post-Secondary Education) Award 2020 MA000075  
 Electrical, Electronic and Communications Contracting Award 2010 MA000025  
 Food, Beverage and Tobacco Manufacturing Award 2010 MA000073  
 Gardening and Landscaping Services Award 2020 MA000101  
 Graphic Arts, Printing and Publishing Award 2010 MA000026  
 Higher Education Industry-Academic Staff-Award 2020 MA000006  
 Higher Education Industry-General Staff-Award 2020 MA000007  
 Horticulture Award 2010 MA000028  
 Hydrocarbons Field Geologists Award 2020 MA000064  
 Hydrocarbons Industry (Upstream) Award 2020 MA000062  
 Joinery and Building Trades Award 2010 MA000029  
 Journalists Published Media Award 2010 MA000067  
 Labour Market Assistance Industry Award 2020 MA000099  
 Legal Services Award 2020 MA000116  
 Local Government Industry Award 2020 MA000112  
 Manufacturing and Associated Industries and Occupations Award 2020 MA000010  
 Marine Towage Award 2020 MA000050  
 Maritime Offshore Oil and Gas Award 2020 MA000086  
 Market and Social Research Award 2020 MA000030  
 Meat Industry Award 2020 MA000059

Mining Industry Award 2020 MA000011  
 Miscellaneous Award 2020 MA000104  
 Mobile Crane Hiring Award 2010 MA000032  
 Oil Refining and Manufacturing Award 2020 MA000072  
 Passenger Vehicle Transportation Award 2020 MA000063  
 Pastoral Award 2010 MA000035  
 Pest Control Industry Award 2020 MA000097  
 Pharmaceutical Industry Award 2010 MA000069  
 Plumbing and Fire Sprinklers Award 2010 MA000036  
 Port Authorities Award 2020 MA000051  
 Ports, Harbours and Enclosed Water Vessels Award 2020 MA000052  
 Poultry Processing Award 2020 MA000074  
 Premixed Concrete Award 2020 MA000057  
 Professional Diving Industry (Industrial) Award 2020 MA000108  
 Professional Employees Award 2020 MA000065  
 Rail Industry Award 2020 MA000015  
 Real Estate Industry Award 2020 MA000106  
 Road Transport (Long Distance Operations) Award 2020 MA000039  
 Road Transport and Distribution Award 2020 MA000038  
 Salt Industry Award 2010 MA000107  
 Seafood Processing Award 2020 MA000068  
 Seagoing Industry Award 2010 MA000122  
 Security Services Award 2020 MA000016  
 Silviculture Award 2020 MA000040  
 Stevedoring Industry Award 2020 MA000053  
 Storage Services and Wholesale Award 2020 MA000084  
 Sugar Industry Award 2020 MA000087  
 Supported Employment Services Award 2020 MA000103  
 Surveying Award 2020 MA000066  
 Telecommunications Services Award 2010 MA000041  
 Textile, Clothing, Footwear and Associated Industries Award 2010 MA000017  
 Timber Industry Award 2010 MA000071  
 Transport (Cash in Transit) Award 2020 MA000042  
 Waste Management Award 2020 MA000043  
 Wool Storage, Sampling and Testing Award 2010 MA000044

## GROUP THREE AWARDS

**Increase is effective from the first full pay period starting on or after 1 February 2021**

Air Pilots Award 2020 MA000046  
 Aircraft Cabin Crew Award 2020 MA000047

Airline Operations-Ground Staff Award 2020 MA000048  
Airport Employees Award 2020 MA000049  
Alpine Resorts Award 2020 MA000009  
Amusement, Events and Recreation Award 2020 MA000080  
Commercial Sales Award 2020 MA000083  
Dry Cleaning and Laundry Industry Award 2020 MA000096  
Fast Food Industry Award 2010 MA000003  
Fitness Industry Award 2010 MA000094  
General Retail Industry Award 2010 MA000004  
Hair and Beauty Industry Award 2010 MA000005  
Horse and Greyhound Training Award 2020 MA000008  
Hospitality Industry (General) Award 2020 MA000009  
Live Performance Award 2010 MA000081  
Mannequins and Models Award 2020 MA000117  
Marine Tourism and Charter Vessels Award 2020 MA000093  
Nursery Award 2020 MA000033  
Professional Diving Industry (Recreational) Award 2020 MA000109  
Racing Clubs Events Award 2010 MA000013  
Racing Industry Ground Maintenance Award 2020 MA000014  
Registered and Licensed Clubs Award 2010 MA000058  
Restaurant Industry Award 2020 MA000119  
Sporting Organisations Award 2020 MA000082  
Travelling Shows Award 2020 MA000102  
Vehicle Repair, Services and Retail Award 2020 MA000089  
Wine Industry Award 2010 MA000090

## Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber's team of experienced workplace relations advisors can assist members with a range of employment, human resources and industrial relations issues.

Our experienced workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission.

For assistance or more information, please contact the Workplace Relations Advice Line on **(03) 8662 5222**.

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