

2023 – 24 Annual Wage Review Decision

Annual Wage Review

The Fair Work Commission ('the FWC') has handed down the *2023-24 Annual Wage Review Decision*.

The National Minimum Wage and all Modern Award classifications will increase by 3.75%.

The new National Minimum Wage is \$915.90 which equates to an hourly rate of \$24.10 per hour for employees employed on a permanent full time or part time basis and a casual rate of \$30.13 per hour. In hourly rate terms the increase is \$0.87 cents per hour for permanent adult employees and \$1.09 for casual employees. Wage rates for employees under 21 years of age who are not covered by a Modern Award will increase in accordance with the percentages prescribed in the *Miscellaneous Award 2020*.

The increase must also be applied to each wage classification in each Modern Award and as such, the amount of the increase may vary even within the same Modern Award. The increase in wages will flow on to employees that are less than 21 years of age proportionally depending on the junior worker provisions that are relevant to those employees.

Employers paying employees above Award rates may offset the increase subject to certain other requirements being met.

The increase has effect for most Modern Awards from the first pay period commencing on or after 1 July 2024.

Superannuation Changes

Employers are also reminded that from 1 July 2024, compulsory employer funded superannuation will increase from 11% to 11.5%.

Tax Cuts

Employers are also reminded that there are changes to marginal tax rates that also commence on 1 July 2024. Whilst most modern accounting packages will incorporate these changes as part of their service, clients still operating manual payroll systems need to ensure they have made the necessary adjustments.

What Do You Need to Do

Employers are reminded that they are legally obliged to comply with minimum wage and/or Award obligations and there are severe penalties for non-compliance.

Employers using enterprise bargaining agreements should have their arrangements reviewed, because whilst Modern Awards do not generally have application to businesses that have Agreements, the base rates of pay under Agreements must comply with your obligations under section 206 of the *Fair Work Act 2009*.

Contact ACWA ESSA HelpLine:

Graham Lilleyman t: 08 9240 4230 m: 0402 462 555 e: g.lilleyman@essa.net.au

YOUR ACWA MEMBERSHIP
INCLUDES IR & WAGE ADVICE



ACWA has a service agreement with **ESSA** (Employment Services & Solutions Australia) and HR Legal to provide Industrial and Wage advice to all current financial ACWA members.

***** ACWA financial members, for authorisation purposes, must provide your ACWA Membership carwash or company name and main contact name *****

In today's changing industrial environment and the introduction of modern awards by the IRC it is important for members to stay informed and comply with all conditions of employment.

ESSA will maintain an ACWA specific Phone Line and email advice line, manned by trained industrial relations consultants, during normal business hours (EST) to answer queries about:

1. current terms and conditions of employment for the industry including award coverage
2. annual wage increases,
3. changes arising from the new National Employment Standards
4. changes arising from Upcoming Modernized Awards;
5. general information regarding termination of employment and unfair dismissal (with any litigation to be referred to HR Legal);
6. general information about Discrimination, Bullying and OH&S (with any litigation to be referred to HR Legal).

Individual ACWA members will each be entitled to free telephone support per current membership year with additional work being charged at discounted rates. Support includes:

1. telephone advice (via the dedicated ACWA Phone Service) or dedicated email advice;
2. review of documentation which involves less than 15 minutes reading, the preparation of short written correspondence by email (not requiring formal legal advice).

It is anticipated that the majority of our members seeking to clarify wage rates, or get general information about agreement making and termination can obtain such advice without charge.

However, time limits will be applied where the matter requires specific detailed advice or representation, or information about past underpayment of wages.

If the advice you seek is more detailed than described above, or if you have reached the limit of your free time allocation, you will be notified in writing (by email or letter) that any additional advice will be chargeable directly to you and the charge rates will be specified.

ESSA will consult with HR Legal as required to provide professional and seamless advice.

Contact ESSA:

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