



Australian Road Transport
Industrial Organisation

INDUSTRIAL RELATIONS NEWS



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NATIONAL WAGE CASE DECISION



In its second decision since taking over from the Australian Fair Pay Commission, the Minimum Wage Panel of Fair Work Australia today (3rd June 2011) released its National Wage Case decision.

The decision provides that:

- All **Modern Award** classification scales shall **increase by 3.4%**.
- The **federal minimum wage** for award free employees shall be **\$589.30 per week** or \$15.51 per hour. This constitutes an increase \$19.40 per week or 51 cents per hour.
- The **increases shall apply from the first pay period on or after 1st July 2011**.

The Minimum Wage Panel considered proposals by major employers groups to delay the commencement of any wage increase due to the adverse impact of the natural disaster events, however the proposal was rejected by the Wage Panel as they decided it would be difficult to determine those employers affected and that any delay of a wage rise would disadvantage employees affected by the natural disasters.

Members who have Workplace Agreements in place will need to ensure that their agreement rates meet or exceed the new minimum award rates and if the agreement pay increases are linked to the panel's decision, the pay rates will need to be adjusted within the Workplace Agreement accordingly.

The decision **is** equally applicable to members that operate as a sole trader or partnership. As previously advised in transporter news on 9th December 2010 the Queensland Governments referral of Industrial Relations to the Commonwealth meant that Modern Award rates of pay applied from 1st February 2011.

The increases can be absorbed into any amounts now being paid over and above the relevant minimum rates. However be aware the Fair Work Ombudsman makes it clear that over award pay-rates can NOT off-set other award entitlements (e.g. penalties or loadings) unless there is formal agreement in place. Members must ensure that pay rates satisfy what would have been otherwise payable. Rates for juniors, trainees and apprentices will also be adjusted, as usual, on a proportionate basis.

QTA Ltd through the services of our Employment Relations Manager, Travis Degen can provide first class assistance to any operator who seeks to formalise the employment conditions in their workplace in an Agreement certified by Fair Work Australia.

Members will receive amendments to their relevant Modern Award(s) specifying the new Pay Rates adjusted by the 3.4%, within a short timeframe and certainly prior to the end of June.

Should any members have any queries on the above, please contact Travis Degen, QTA's Employment Relations Manager on 07 3394 4388 or email travis@qta.com.au.

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