



NATIONAL WAGE CASE DECISION ~ 2012



In its third decision since taking over from the Australian Fair Pay Commission, the Minimum Wage Panel of Fair Work Australia **today** (1st June 2012) released its National Wage Case decision.

The decision provides that:

- All **Modern Award** classification scales shall **increase by 2.9%**.
- The **federal minimum wage** for award free employees shall be **\$606.40 per week** or \$15.96 per hour. This constitutes an increase \$17.10 per week or 0.45 cents per hour.
- The **increases shall apply from the first pay period on or after 1st July 2012**.

The ACTU had sought an increase of \$26 per week while major employer groups had sort an increase between \$9 and \$14 per week. The minimum wage panel rejected arguments that employees should be compensated through the minimum wage adjustment for cost increases associated with the carbon tax and that this year's increase should be discounted for the carbon price compensation package.

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 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 2.9%, within a short timeframe and certainly prior to the end of June.

Should members have any queries in relation to the above or its application, please contact QTA's Employment Relations Manager, Travis Degen on 07 3394 4388 (office), 0400 855 009 (mobile) or email travis@qta.com.au