

Minimum wage increase

The recent minimum wage increase is 1.75% (an increase of \$13.00 to the minimum wage now at \$753.80).

The impact for our industry is that the introduction this year has been staggered, as follows:

- PVTA - Stage 2, increase from 1 November 2020
- Clerks Award - Stage 2 increase from 1 November 2020
- Manufacturers Award - Stage 2 from 1 November 2020
- Vehicle Repair Award - Stage 3 from 1 February 2021
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Note: Increases to allowances will also be staggered to these dates.

Pay rates

AWARD	CLASSIFICATION	BASE RATE (Hourly)	CASUAL RATE (Hourly)
Passenger Vehicle Transportation Award 2020	Grade 1 (Cleaners)	\$21.40	\$26.75
	Grade 2	\$21.92	\$27.40
	Grade 3	\$23.17	\$28.96
	Grade 4	\$23.98	\$29.98
	Grade 5	\$25.31	\$31.64
	Grade 6	\$26.42	\$33.03
Clerks – Private Sector Award 2020	Level 1 – Year 1	\$21.09	\$26.36
	Level 1 – Year 2	\$22.13	\$27.66
	Level 1 – Year 3	\$22.82	\$28.53
	Level 2 – Year 1	\$23.09	\$28.86
	Level 2 – Year 2	\$23.52	\$29.40
	Level 3	\$24.39	\$30.49
	Level 4	\$25.62	\$32.03
	Level 5	\$26.66	\$33.33
Manufacturing and Associated Industries and Occupations Award 2020	C10/V5	\$23.09	\$28.86
Vehicle, Repair, Services and Retail Award 2020	R6	\$23.09	\$28.86

The income and compensation caps for unfair dismissal claims are set to increase from 1 July 2020, along with filing fees for a range of applications.

The high-income threshold for unfair dismissal applications rises from \$148,700 to \$153,600, while the maximum compensation increases from \$74,350 to \$76,800 for post-July 1 dismissal claims.

The threshold under the Act's s382(b)(iii) excludes employees not covered by an award or agreement from making an unfair dismissal claim if they earn more than the amount prescribed in Regulation 2.13 of the Fair Work Regulations 2009.

Section 392(5)(b) provides for maximum compensation for unfair dismissal of half the amount of the high-income threshold.

The filing fee for unfair dismissal, general protections and anti-bullying applications made under the Fair Work Act's sections 365, 372, 394, 773 and 789FC will increase from \$73.20 to \$74.50 from July 1.