

# Workplace changes you should be aware of.

Effective 1 July 2023

## Superannuation

The **Super Guarantee** will increase from 10.5% to



## Annual Wage Review Decision



### Summary of Decision

- “In its consideration, the Panel has placed significant weight on the impact of the current rate of inflation on modern award-reliant employees. The Panel found that the decline in real wages amongst the modern award-reliant has had significant adverse effects on the low paid, causing a decline in living standards, financial pressure on households and, for some household types, a likely incapacity to meet basic budgetary needs. Because of the make-up of the modern award-reliant cohort, these adverse effects of the high rate of inflation will have disproportionately affected female employees and employees in less secure employment” [10].
- “The NMW only applies to a very small proportion of the workforce: only 0.7% of employees are paid the NMW. Approximately 20.5% of employees are paid in accordance with minimum wage rates in modern awards” [5].
- “These increases will take effect from the first full pay period on or after 1 July 2023. Having regard to the negligible proportion of the workforce to which the NMW applies, the Panel considered that the outcome will not have discernible macro-economic effects” [15].

## National Minimum Wage

increases to

**\$882.80**  
or **\$23.23 per hour**

This represents an increase of **\$70.20 per week**, or **\$1.85 per hour**.

## Changes to modern award minimum rates of pay

1

The Fair Work Commission has made **two significant changes** to modern award minimum rates of pay:

The **National Minimum Wage** will **no longer be aligned** with the **C14 classification** in modern awards, but instead will **align with the higher C13 classification**, setting the national minimum wage at \$23.23 for full-time and part-time adult employees.

### Summary of Decision

- “The C14 rate is the lowest modern award minimum wage rate but was only ever intended to constitute a transitional entry rate for new employees. As such, the Panel determined that it does not constitute a proper minimum wage safety net for award/agreement free employees in ongoing employment” [15].

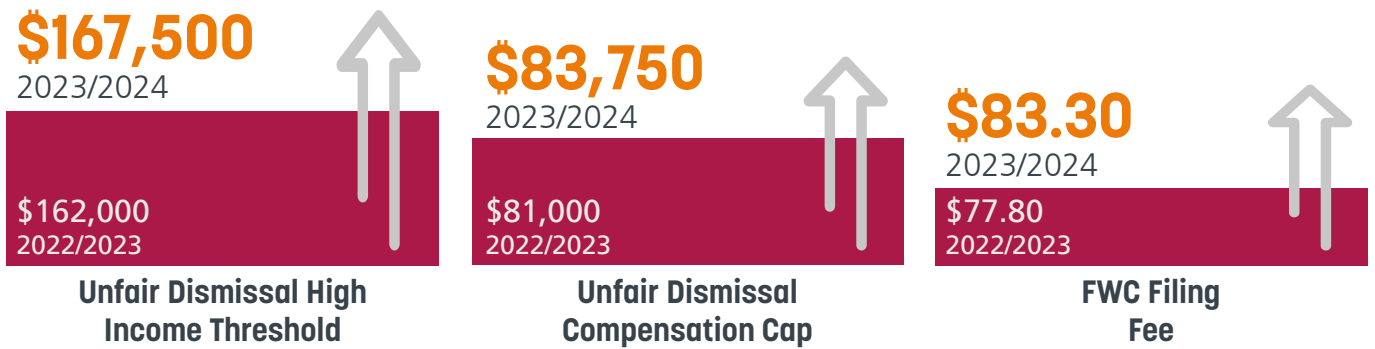
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An increase of

**5.75%**

to all modern award classifications C13 and higher.

# Costs and Threshold Limits in the FWC



## Other changes to entitlements

### Supported Employment Services Award



- Changes to the classifications under the Award, including the **introduction of a Grade A and Grade B classification**.
- Changes to the **minimum rates** for each classification
- Changes to the **supported wage assessments, including the reviewal process** of the assessment.

*\*The changes to the Supported Employment Services Award commenced 30 June 2023*

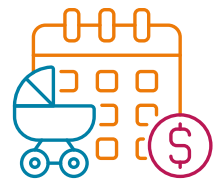
## Aged care sector



### 15% increase to modern award minimum wages for the following employees:

- **Direct care workers** under the Awards;
- **Head Chefs/Cooks** under the Aged Care Award (aged care employee level 4-7 provided the employee is the most senior chef or cook engaged in a facility); and
- **Recreational Activities Officers/Lifestyle Officers** under the Aged Care Award.

## Paid Parental Leave Scheme



### The current entitlement to **18 weeks' paid parental leave pay**

will be **combined** with the current **Dad and Partner Pay entitlement to 2 weeks' pay**. This means partnered couples will be able to claim up to 20 weeks' paid parental leave between them.

Parents who are **single** at the time of their claim can **access the full 20 weeks**.



A **\$350,000 family income limit** (indexed annually from 1 July 2024) for claiming paid parental leave pay will be in place.



The **eligibility rules for fathers or partners** to claim paid parental leave pay have been expanded.

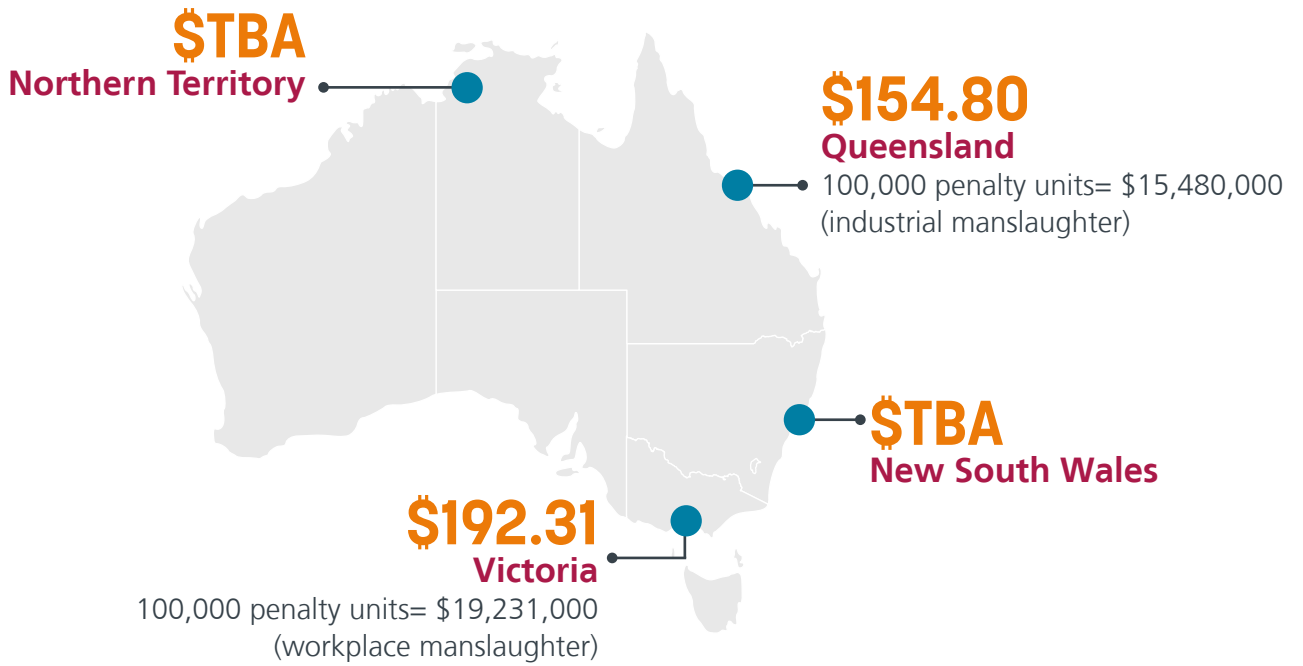


The **whole payment is now flexible** so that eligible employees can claim it in multiple blocks until the child turns 2.



The **requirement to return to work** to be eligible for the entitlement has been removed.

# Penalty units increase in some jurisdictions, increasing maximum WHS fine



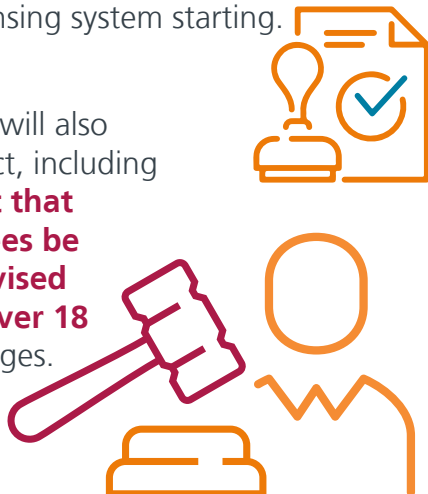
## Child Employment Laws



### In Victoria new child employment laws commence,

with the existing permit system abolished and a new licensing system starting.

Other changes will also come into effect, including a **requirement that child employees be always supervised by a person over 18** and other changes.



## Tax free component of genuine redundancy payments

