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Minimum Wage Increases 2021

Each year the Fair Work Commission reviews the minimum rates employers can pay their employees. Any changes are then reflected in the National Minimum Wage and the annual wage review (for modern awards). These changes normally occur around 1 July each year. On 16 June 2021, the Commission announced that the 2021 award increase will happen in 3 stages (groups). This is due to the continued economic impact of COVID-19 on some industries and aligns with the way in which the 2020 increases were handled.

Increases for each group will be effective from the first full pay cycle starting on or after the date below:

Group	Date of Increase	Awards Affected
Group 1 Awards	1 July 2021	This covers the majority of awards
Group 2 Awards	1 Sept. 2021	General Retail Industry Award 2020 only
Group 3 Awards	1 Nov. 2021	This covers the 21 remaining awards where the FWC deemed there were exceptional circumstances (including but not limited to airlines, alpine resorts, hospitality, fitness, hair and beauty and restaurant awards). See list of 21 Awards in the Annexure.

Need more information?

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It is important to check that your pay rates have not fallen below the Award after the increases come into effect. The increase does not affect employees who already get paid more than their new minimum wage.

The Fair Work Commission is working to update the pay rates in each Award. Please contact us if you would like assistance with determining the appropriate pay rates for your employees.

Next steps for employers

→ This is a good time for employers to look at their pay rates and ensure they are paying employees at least the statutory minimum wage.

Annexure

List of 21 Awards in Group 3 – Increase Takes Effect 1 November 2021

Airline Ground Staff Award

Marine Tourism and Charter Vessels Award

Airport Award

Nursery Award

Alpine Resorts Award

Pilots Award

Amusement Award

Racing Clubs Events Award

Cabin Crew Award

Racing Ground Maintenance Award

Dry Cleaning and Laundry Award

Registered Clubs Award

Fitness Award

Restaurant Award

Hair and Beauty Award

Sporting Organisations Award

Hospitality Award

Travelling Shows Award

Live Performance Award

Wine Award

Models Award