

# IT'S JULY: EMPLOYMENT RELATED RATE INCREASES EFFECTIVE NOW

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**Australia Labour, Employment and Workplace Safety Alert**

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From 1 July 2019, the national minimum wage and modern award rates will increase by 3%.

We have prepared a handy key thresholds table for the 2019/2020 financial year for employers. Click [here](#) to view the key thresholds table.

The changes will apply from the first full pay period starting on or after 1 July 2019.

## WHAT YOU SHOULD BE DOING NOW WE ARE IN JULY

- Review annualised salary arrangements to ensure that the annualised wage rate is sufficient to meet or exceed the employees' minimum award/minimum wage entitlements taking into account the 3% increase.
- Update payroll systems and processes to ensure the increased wages are paid from the first full pay period starting on or after 1 July 2019.
- Review enterprise agreement pay rates (where applicable) and ensure the pay rates do not fall below the applicable modern award base rate or the national minimum wage (as applicable).

## WATCH THIS SPACE

The Federal Government has flagged that it will change the eligibility age limit for the tax-free concession on genuine redundancy and early retirement scheme payments to align with the pension qualifying age, which will be raised to 66 years old as of 1 July 2019.

## CAN WE HELP?

If you have any questions about the effect of the 1 July 2019 threshold increases on your payment obligations as an employer, please contact our Labour, Employment and Workplace Safety team.

## KEY CONTACTS



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