

Have you implemented them yet?

There are two changes from Fair Work Australia that come into effect as of the 1st of July 2011. It's important they are implemented where appropriate. One is in regards to the increase in the minimum wage and the other regarding the Paid Parental Leave. **Minimum Wage Increase** Fair Work Australia has handed down a decision to increase the minimum and award wage by 3.4% as of the 1st July 2011. This means the Federal minimum weekly full time wage will increase by \$19.40 per week to \$589.30, with modern award rates to increase by this amount or more. Casual loading for those under agreement or award free employees will increase by 1% to 22% and will also come into effect as of the 1st July 2011. If you are unsure of what pay rate you should be applying under the new award you can check with Fair Work Australia. **Paid Parental Leave:** Also from the 1st July 2011 employers become responsible for the administration of their eligible employees Paid Parental Leave entitlements. This will mean, when or if, an employee applies to the Family Assistance Office for Paid Parental Leave and they are eligible, the Family Assistance Office then contact the employer requesting the appropriate information to ensure payments can be processed. The Family Assistance Office will then pay the employer who must then pay the employee as if it is salary or wages. To streamline and speed up this process, employers can pre-register with the Family Assistance Office online.

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