

## If you think you're being underpaid contact the Migrant Workers Centre.

While care has been taken with the information provided, we cannot guarantee it is accurate, reliable, current or complete. The information provided here is in summary form and of a general nature only and is not legal advice. How it applies to you will depend on your personal situation. For advice specific to your situation, and before making any decision based on this information, you should speak to your union, lawyer or other professional adviser. Contact us if you would like free and confidential help accessing up-to-date, tailored advice.

## Things to Know

## Your Wages



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migrantworkers.org.au

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## Minimum Wage

You must be paid at least the minimum wage.

Before taxes, the minimum wage is:

- \$24.95 per hour, or
  - \$948.00 per 38-hour week
- (2025-2026)

You must be paid for the time you spend in training, in team meetings, doing a trial shift as well as opening and closing a business. Your wages can't be substituted with lodging or food. It must be actual money that is earned.

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## Award Wages

'Awards' are minimum pay rates and conditions of employment that apply to a particular industry or occupation. Awards are created by the Fair Work Commission and can be enforced by law in a Court. Around 1 in 5 employees in Australia are covered by an Award.

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## Casual Loading

If you're a casual employee, you may also be entitled to be paid extra through a 'casual loading' (usually 25%) to make up for a lack of benefits like paid leave.

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## Penalty Rates

If you work over a weekend or public holiday, or if you work overtime, early morning or night shifts, you may be entitled to a higher pay rate or be given extra paid time off.

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## Payslips

When you receive your wage (cash, cheque or bank transfer), you must get a pay slip within 1 working day after getting paid. Keep your pay slips for your reference.

The pay slip should show:

- how much you've earned from working
- penalties, overtime rates and compensation that has been paid to you.
- any deductions from your pay.

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## WorkCover

If you are injured or become ill because of work, you may be entitled to paid time off and to have your medical expenses paid.

\*Some employees may be paid a lower wage in limited circumstances, such as some employees aged under 21 and some apprentices or trainees. Contact the Fair Work Ombudsman for more information.