

## PLEASE FORWARD UPDATED WAGE GUIDES TO PAYROLL, HR OR FINANCIAL CONTROLLERS

### Annual Minimum Wage Review

### New Wages Guides - 1 July 2024

Members were notified on 3 June 2024 that a decision of the Fair Work Commission (FWC) awarded an increase to modern award minimum wages of 3.75%. Proportionate increases will also flow on to junior employees and employees to whom training arrangements apply (apprentices and trainees).

This means that from the **first complete pay period commencing on or after 1 July 2024**, the award minimum wage rates will increase. Employers should make sure they pay their employees at least the minimum rates.

The FWC has now issued final Determinations giving effect to the wage increase and adjustments to expense-related allowances, for the *Vehicle Repair, Services and Retail Award 2020* (VRSR Award), *Clerks – Private Sector Award 2020* (Clerks Award).

#### Wages Guides

On 24 June 2024, access was provided to the new VRSR Wage Guide and Clerks Award Wage Guide. VACC has subsequently become aware that an issue has arisen during the desktop publishing process, affecting the VRSR Wage Guide. Whilst the impact was minor, **VACC has republished the VRSR Wage Guide, with the updated VRSR Wage Guide available [HERE](#) and the Clerks Award Wage Guide [HERE](#).**

The new wage rates are also on the VACC Industrial Relations section of the Member website [www.vacc.com.au](http://www.vacc.com.au).

#### Increase can be absorbed into existing over-award wage payments

Members are reminded that the increase to minimum award rates can be fully absorbed into any existing over-award rates of pay. Employers who pay their employees more than the minimum rate of pay for their classification under the applicable modern award, for example the new rate of \$1032.30 for a tradesperson level (6), are **not** required to apply the wage increase. When making the adjustment to rates of pay, employers will need to consider the effect on charge out rates to customers.

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Members seeking further information are encouraged to contact the Workplace Relations team on 03 9829 1123.

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