

WORKPLACE RELATIONS CHANGES



EFFECTIVE 1 JULY 2024

INCREASED NATIONAL MINIMUM WAGE - A 3.75% INCREASE!

National minimum wage increased from
\$882.80 per week or \$23.23 per hour to
\$915.90 per week or **\$24.10** per hour



INCREASE TO HIGH INCOME THRESHOLD FOR UNFAIR DISMISSAL CLAIMS

High income threshold for unfair
dismissals is now **\$175,000.00**.
the compensation limit is now
\$87,500.00



INCREASED FILING FEE WITH THE FAIR WORK COMMISSION

Filing fee for unfair dismissal, general
protections, bullying and sexual
harassment applications is now **\$87.20**



INCREASE TO SUPER GUARANTEE

Increased to **11.5%** from 11%



COLEMAN GREIG LAWYERS

YOUR FUTURE COMES **FIRST**

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EFFECTIVE 26 AUGUST 2024

DEFINITION OF CASUAL EMPLOYMENT

An employee will only be casual where:

- there is no firm commitment to indefinite work, accounting for the true nature of the employment relationship; and
- they are entitled to casual loading or a specific casual pay rate

The addition of an employee choice pathway for conversion and mandatory provision of the casual Employment Information Statement (CEIS)

CHANGES TO INDEPENDENT CONTRACTORS

- Changes to definition of 'employee' and 'employer'
- Added protections: Contractors will be able to apply to FWC if they believe their services contract has unfair terms, allowing FWC to set aside, amend or vary the contract.
- Plus new minimum standards.



THE RIGHT TO DISCONNECT



Eligible employees will have the right to refuse to be contacted outside of their working hours, where reasonable.

WORKPLACE DELEGATE RIGHTS

Workplace delegates now able to:

- represent the industrial interests of union members
- access workplace facilities to represent workers' industrial interests

