



WORKPLACE FACTS & FIGURES

2019/20



Bartier
Perry
LAWYERS

ABOUT BARTIER PERRY

At Bartier Perry, we believe in helping workplaces work and business and people prosper. We understand that giving you the best advice and guidance to navigate the challenges of employment and industrial relations is important to your success.

This booklet is a small step in giving you ready access to some of the key facts and figures you may need when dealing with employment matters.

The Partners in our Workplace Law & Culture team are pictured at the back of this booklet. We'd love to hear from you.

MINIMUM WAGE



\$740.80 (\$19.49/hr)

The national minimum wage for non-award employees, or those who are not covered by an enterprise agreement, increased on 1 July 2019 from \$719.20 to **\$740.80 a week** (based on 38 ordinary hours worked), or from \$18.93 to **\$19.49 an hour**.

The **casual loading** remains at 25%.



3.0%

Modern award minimum wage rates increased by **3.0%** payable in the first full pay period after 1 July 2019.

UNFAIR DISMISSAL CAP



\$148,700

The **"high income threshold"**, which is relevant for access to the Federal unfair dismissal jurisdiction for non-award or enterprise agreement covered employees, increases from \$145,400 to **\$148,700 a year**.



\$74,350

The **compensation cap** on compensation for unfair dismissal increases from \$72,700 to **\$74,350**.

SUPERANNUATION



9.5%

The minimum superannuation guarantee rate is **9.5%**.



\$55,270

The **maximum contributions base** for superannuation has risen from \$54,030 to **\$55,270 per quarter** (or \$216,120 to \$221,080 a year).

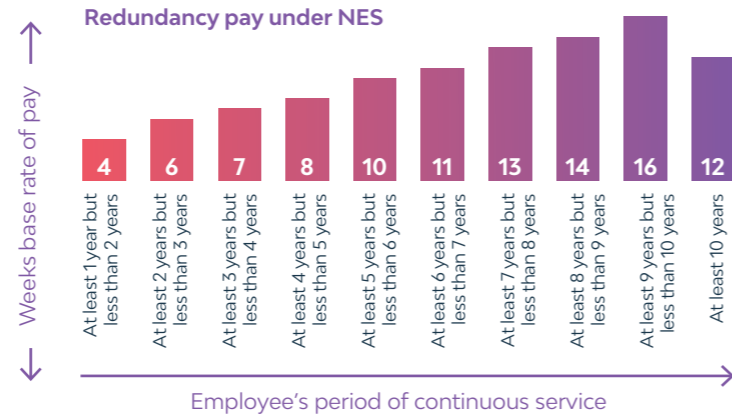
NOTICE/REDUNDANCY

Minimum NES notice scale

Minimum statutory notice based on employee's period of continuous service with the employer:



Increase the period by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service.



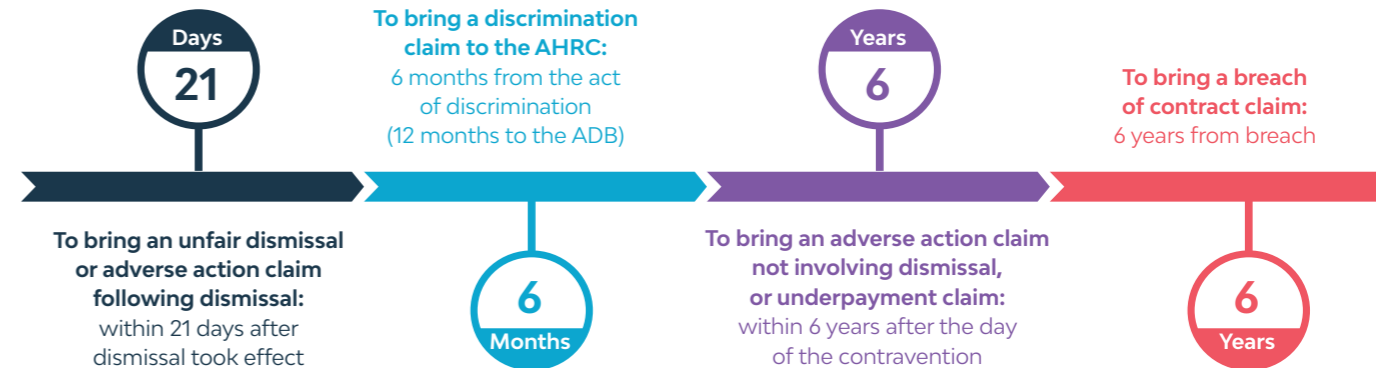
Length of service will be deemed to commence on 1 January 2010 for the purposes of redundancy, unless the employee had an entitlement to redundancy before 1 January 2010.

Tax treatment for redundancy pay

For **2019/2020**, the tax-free component for genuine redundancy payments is **\$10,638**, plus a further **\$5,320** is tax free for each subsequent completed year of service.

STATUTORY TIME LIMITS

Time limits for bringing claims



PENALTIES

Under the FW Act

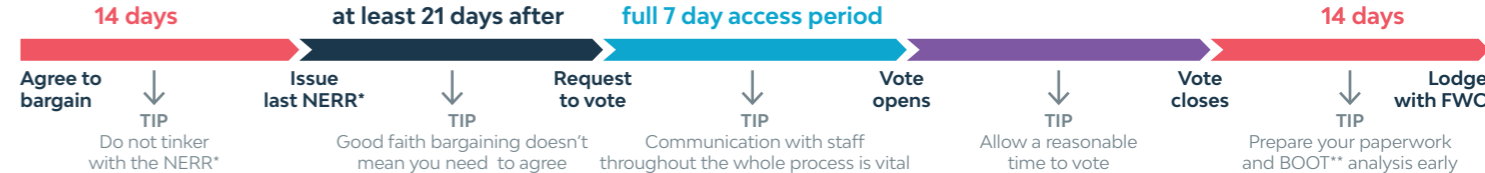
<p>CORPORATION up to \$63,000 per contravention or \$630,000 for serious contraventions</p>	<p>INDIVIDUAL up to \$12,600 per contravention or \$126,000 for serious contraventions</p>
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Under the WHS Act

	CATEGORY 1: Reckless and risk of death/ serious injury	CATEGORY 2: Risk of death /serious injury	CATEGORY 3: Breach of duty
INDIVIDUAL	\$300,000 or 5 yrs jail	\$150,000	\$50,000
OFFICER	\$600,000 or 5 yrs jail	\$300,000	\$100,000
CORPORATION	\$3mil	\$1.5mil	\$500,000

A 'serious contravention' requires the person to knowingly contravene the provision with conduct that is part of a systematic pattern of conduct relating to one or more persons.

ENTERPRISE AGREEMENT TIME FRAMES



*NERR is Notice of Employee Representational Rights. **BOOT is Better Off Overall Test.

LEAVE ENTITLEMENTS

Annual leave	4 weeks paid per year (or 5 weeks for some shiftworkers)
Personal/carers leave	10 days paid per year (pro-rata part-time)
Compassionate (or bereavement) leave	2 days paid for each permissible occasion (or unpaid for casual employees)
Community service leave	Unpaid for voluntary emergency management activity e.g. SES
Jury service leave	10 days paid (less the court's pay); unpaid leave for the remainder of jury service
Family and domestic violence leave	5 days unpaid in a 12 month period
Long service leave (NSW)*	2 months paid leave after 10 years continuous service with 1 month's leave each subsequent 5 years

*Long service leave entitlements vary from state to state.

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WORKPLACE LAW & CULTURE TEAM

With Accredited Specialists in Employment and Industrial law, the Workplace Law & Culture Team provides expert support for your business and HR personnel.

Helping workplaces work and people and business prosper.



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