WORKPLACE FACTS & FIGURES

2024/2025



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

$915.90 ($24.10/hr)

The national minimum wage for non-award employees, or those who are not covered by an enterprise agreement, increased on 1 July 2024 from $882.80 to **$915.90 a week** (based on 38 ordinary hours worked), or from $23.23 to **$24.10 an hour**.

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

3.75%

Modern award minimum wages rates increased by 3.75% payable in the first full pay period after 1 July 2024.

UNFAIR DISMISSAL CAP

$175,000

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 $167,500 to **$175,000 a year.**

$87,500

The **compensation cap** on compensation for unfair dismissal increases from $83,750 to **$87,500.**

SUPERANNUATION

11.5%

The minimum superannuation guarantee rate is up from 11% to **11.5%**. An increase to 12% is scheduled for 1 July 2025.

$65,070

The **maximum contributions base** for superannuation has risen from $62,270 to **$65,070 per quarter** (or $260,280 per annum).

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NOTICE/REDUNDANCY

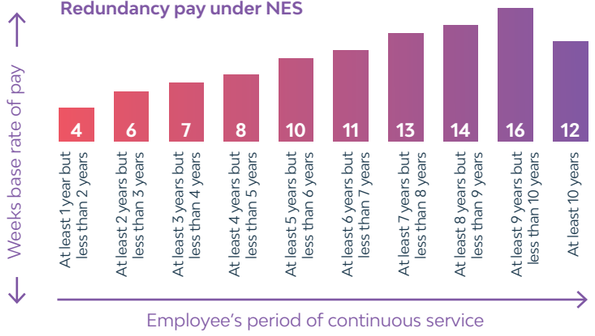
Minimum NES notice scale

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

- More than 5 years **4 weeks**
- More than 3 years but not more than 5 years **3 weeks**
- More than 1 year but not more than 3 years **2 weeks**
- Not more than 1 year **1 week**

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

Redundancy pay under NES



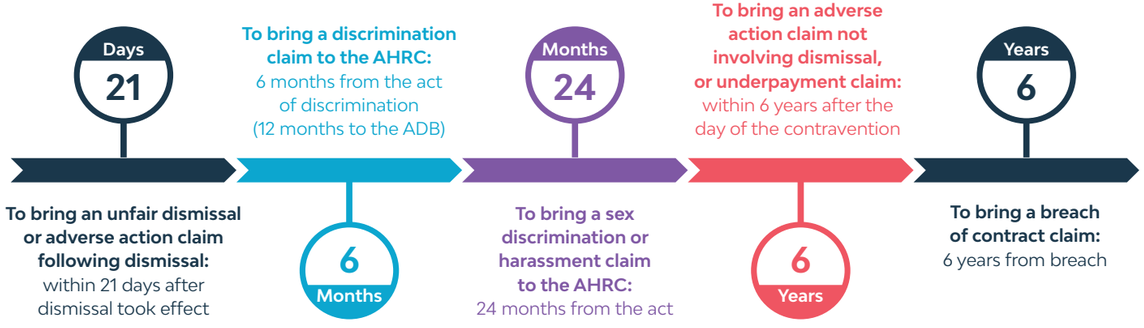
Length of service will be deemed to commence on 1 January 2010 for the purposes of redundancy, unless the employee had an entitlement to redundancy before 1 January 2010.

Tax treatment for redundancy pay

For **2024/2025,** the tax-free component for genuine redundancy payments is **$12,524** plus a further **$6,264** is tax free for each subsequent completed year of service up to a maximum ETP cap of $245,000.

STATUTORY TIME LIMITS

Time limits for bringing claims



PENALTIES Under the FW Act (as at 1 July 2024)

CORPORATION

- Up to $93,900 per contravention or $469,500 for serious contraventions for a company with less than 15 employees.
- Up to $939,000 per contravention or $4,695,000 for serious contraventions for a company with 15 or more employees.
- Plus, from no earlier than 1 January 2025, penalties for underpayment-related contraventions by non-small businesses can be three-times the amount of the underpayment.
- For the criminal wage theft laws from 1 January 2025 the following applies:

  For companies, if the court can determine the underpayment, the greater of three-times the amount of the underpayment and $7.825 million, or up to $7.825 million.

INDIVIDUAL

- Up to **$18,780** per contravention or **$187,800** for serious contraventions.
- For the criminal wage theft laws from 1 January 2025, the following applies:

  For individuals, maximum of 10 years in prison, if the court can determine the underpayment, the greater of three-times the amount of the underpayment and $1.565 million, or up to $1.565 million.

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.

PENALTIES Under the WHS Act (NSW) (as at July 2024)

	CATEGORY 1: Reckless and risk of death/serious injury	**CATEGORY 2:** Risk of death/serious injury	**CATEGORY 3:** Breach of duty
INDIVIDUAL	$399,479 or five years prison (or both)	$199,451	$66,291
OFFICER	$798,383 or five years prison (or both)	$399,479	$133,159
CORPORATION	$3,992,492	$1,996,246	$665,223

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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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