

Wage Setting Decision 2008

The Australian Fair Pay Commission has released its wage-setting decision for 2008. Effective from 1 October 2008 the following increases apply to the minimum wages of constitutional corporation (Pty Ltd or Ltd company) employees:

- \$21.66 per week (\$0.57 per hour) to all adult pay and classification scales
- \$21.66 per week (\$0.57 per hour) to the standard federal minimum wage. The federal minimum wage is now \$14.31 per hour, \$543.78 per week.

The Australian Pay and Classification Scales incorporate the pay and classification structures in all preserved State and Federal Awards in addition to the two previous Fair Pay wage increases.

If an employee is engaged in terms of a workplace agreement, these increases will not apply unless the employee's basic wage rate has fallen below the new minimum rate for their classification. Similarly, if an employee is already being paid above the new minimum rates the prescribed increases will have no impact on their wages.

Minimum wage rates applying to National or State Training Wage Traineeships have been replaced by schedule of specific rates provided by the Fair Pay Commission.

The minimum wage rates for junior employees, apprentices and other trainees are in most cases determined by maintaining their proportion to the relevant tradesperson/adult wage rate once the increases have been applied.

If you require any assistance in assessing the minimum wage requirements for your business please contact Drayton's.

Workplace Agreements– Wage Growth

The March 2008 quarter wage trends for collective agreements have been released. Wage growth in Australia across all sectors remains at approximately 4% per annum.

Growth in construction industry rates has fallen slightly to 4.7% per year, showing some signs that the rapid growth in industry rates over the last 2 years may be beginning to ease off.

Average Annualised Wage Increases

	Dec. quarter 2007	March. quarter 2008
All current wage agreements		
All sectors	4.0%	4.0%
Private sector	3.8%	3.8%
Public sector	4.3%	4.3%

Improve Your Workplace– Contact Drayton's

Drayton's provides assistance to small and large companies in human resources and workplace relations. The services we can offer are as follows:

- Workplace Agreements– This includes drafting, research on wage rates, negotiation and lodging agreements
- Salary and employment contracts
- Recruitment assistance in advertising, compiling and reference screening applicants
- Project management for human resource and industrial relations exercises.
- Assistance with compliance for the National Code of Practice for the Construction Industry
- In house training on workplace issues. Training is tailored specific to a client's needs.

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