

YOUR RIGHTS AT WORK



THE MINIMUM WAGE AND GETTING PAID

At SHOC we help a lot of students in finding and applying for jobs. One of the big questions we are asked is about the minimum wage in Australia.

When you apply for a position, it is good to find out how much you are being paid. It is deemed acceptable to ask this before you accept the position. Below is some information on minimum wages from the Fair Work Ombudsman website that could help you identify what you should be getting paid.

WHO DECIDES THE MINIMUM WAGE?

Each year, the Fair Work Commission reviews the national Minimum Wages and pay rates, often making changes which come into effect on 1 July.

The level 1/entry level minimum wages for the three main industries that students find employment in are listed below.

Fast Food Industry: for example: McDonald's, Hungry Jacks, KFC, Pizza Hut, Domino's Pizza etc

Age	Part Time	Casual
17	\$11.39	\$14.24
18	\$13.29	\$16.62
19	\$15.19	\$18.99
20	\$17.09	\$21.36
21+	\$18.99	\$23.74

General Retail: for example: Woolworths, Coles, Big W, Aldi, Kmart

Age	Part Time	Casual
17	\$11.39	\$14.24
18	\$13.29	\$16.62
19	\$15.19	\$18.99
20	\$17.09	\$21.36
21+	\$18.99	\$23.74

Hospitality: for example: jobs such as waitressing, bar tending, cooking and other guest servicing

Age	Part Time	Casual
17	\$11.24	\$14.05
18	\$12.97	\$15.13
19	\$15.56	\$18.38
20+	\$15.56	\$18.38

WHEN SHOULD YOU BE GETTING PAID?

As an employee, you have the right to be paid for all hours worked including:

- Training
- Team meetings
- Opening and closing the business
- Over-time

If you are asked to work for a long period of time doing unpaid training, then you have the right to refuse this. As the Fair Work Act states that all training for a position must be paid for.

Depending on the industry that you are in, you may

be paid weekly, fortnightly or even monthly.

If you are working in the hospitality industry doing catering work, you may be paid at the end of each shift.

WHAT CAN YOU DO IF YOU FEEL YOU HAVE NOT BEEN PAID CORRECTLY?

You can read through the Fair Work Ombudsman [5 steps to resolving workplace issues](#) and make an appointment to see a SHOC Employment Advocate for a “your rights at work” appointment.

You can book your free, confidential appointment using our [online booking system](#).



[Contact SHOC](#)

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