



July 2010 State Minimum Wage Decision:



The Decision

The Western Australian Industrial Relations Commission (WAIRC) has issued its decision on the 2010 State Wage Case. The WAIRC's decision will raise the minimum wage under the *Minimum Conditions of Employment Act 1993* from \$569.70 p/w to **\$587.20 p/w**.

This increase of **\$17.50 p/w** will also apply to the minimum rates of pay as set out in all State Awards.

When does the increase operate from?

The State Wage Increase is expected to operate on and from the first pay period **on or after 1 July 2010**. The Commission stated that an increase of \$17.50 per week is not an increase beyond inflation and in the context of the existing WA minimum wage will, to the extent we consider possible in the current economic climate, maintain WA's system of fair wages and conditions of employment, meet the needs of the low-paid and provide fair wage standards in the context of living standards generally prevailing in the community.

Does this decision apply to my business?

The WAIRC's decision **will apply** to your business if your employees are **covered by the State** industrial relations jurisdiction. Your employees will be covered by the State IR jurisdiction if they are **employed under** the terms of a **State Award** or the **Minimum Conditions of Employment Act 1993** and your business is **NOT** classified as a 'constitutional corporation'.

What if my business is covered by the Fair Work Act?

If your business is a 'constitutional corporation' then it is covered by the Federal industrial relations jurisdiction and this wage increase **will not apply** to your business. This will be the case even if your employees' conditions are derived from a State Award. Wage Increases for your employees are set by the **Minimum Wage Panel of Fair Work Australia** which handed down its decision on 3 June 2010 as per the information in our previous E Bulletin.

If you are unsure please contact our offices to discuss any queries you may have.

Disclaimer: The information contained in this article is a summary only of the subject matter covered. Whilst Workwise endeavours to provide clients with accurate information no part of this summary should be used as a substitute for professional advice.

Workwise Advisory Services 2010

BUNBURY

16 Wexford Lane, Bunbury WA 6230
T: (08) 9792 4451 F: (08) 9721 6208
Email: workwise@workwiseby.com.au

ALBANY

59 Peels Place, Albany WA 6330
T: (08) 9842 1711 F: (08) 9842 1244
Email: albanyoffice@workwiseby.com.au