

16 June 2022

## WAGE INCREASE FOR AWARD COVERED WORKERS: WHAT YOU NEED TO KNOW

ASU members have campaigned for a meaningful pay rise through the National Wage Case, and on 15 June we won! The Fair Work Commission decided to increase minimum rates by at least 4.6% for all workers covered by modern awards. If your hourly rate of pay adds up to less than \$869.00 per week, you will receive a flat \$40 weekly pay increase.

If you are covered by most ASU awards, your pay increase will take effect from the first pay period after 1 July 2022. If you are covered by the *Airline Operations Ground Staff Award 2020*, this pay increase will apply from the first pay period after 1 October 2022.

You should check your current rate of pay. If you know your award and classification, you can check the [Fair Work website](#). If you don't know your classification, you use these three steps to check your new pay.

**Step 1: Work out if your minimum hourly rate of pay adds up to more than \$869.00 over a 38 hour week.**

Use this calculation to work out your minimum weekly rate of pay:

$$\text{Minimum rate of pay} \times 38 = \text{Weekly Minimum Rate of Pay}$$

Overtime, penalty rates and allowances should be included in your calculation. You should check a pay slip from May or June 2022 to check your current rate of pay.

**Step 2: Apply the pay increase.**

If your weekly rate is more than \$869.00, use this calculation:

$$\text{Current minimum hourly rate of pay} \times 1.046 = \text{new minimum hourly rate of pay}$$

If your weekly rate is less than \$869.00, use this calculation:

$$(\text{Currently weekly rate of pay} + \$40) / 38 = \text{new minimum hourly rate of pay}$$

**Step 3: Check the outcome of your calculation against the payslip for your first full pay period after 1 July 2022.**

If it doesn't look right or you want more detailed information, call the ASU for more advice.

If you are covered by an enterprise agreement, this pay increase will not apply to you unless your base rate of pay is less than the rate for your classification under the Award. Your base rate of pay is your minimum rate without separate amounts like shift rates or overtime.

Your employer will be reviewing your current rates against the Award minimums over the coming weeks. The ASU will be working with our members to ensure everyone is paid what they are owed.

This win by union members is a clear example of how important it is to stand together to campaign for better pay and conditions in your workplace. Join the ASU today at [www.asu.asn.au/ASUJOIN](http://www.asu.asn.au/ASUJOIN).