

Students @ Work: Factsheet No.1

Minimum Casual Pay Rates - Miscellaneous: 1 July 2018 *

Casual	Mon-Fri	Saturday	Sunday	Public Holidays
Under 16 years	\$8.71	\$10.11	\$12.20	\$17.43
16 years	\$11.19	\$12.98	\$15.66	\$22.38
17 years	\$13.68	\$15.86	\$19.15	\$27.35
18 years	\$16.16	\$18.75	\$22.63	\$32.33
19 years	\$19.53	\$22.65	\$27.34	\$39.05
20 years	\$23.11	\$26.81	\$32.36	\$46.23
21 years: Adult Rates	\$23.66	\$27.45	\$33.13	\$47.33

**Please note that the legal minimum rates vary from award to award. The Miscellaneous Award is at the lowest end of the scale. Most rates are higher but cannot go beneath these minimum ordinary rates of pay. On top of these rates many other loadings and allowances may apply such as night rates, overtime and meal allowances. For example:*

- 1. The minimum rates for any casual shop assistant (General Retail) under the age of 16 is \$11.69/hr.*
- 2. Any casual worker serving or handling alcohol must be paid adult rates - at least \$25.28/hr plus penalties for Late Night, Saturday, Sunday and Public Holidays shifts.*
- 3. If a worker is employed as a permanent they must also be paid at least 4 weeks paid holidays per year, paid sick leave and have a regular pattern of work eg. 16 hours per week. To work out the permanent Mon-Fri rates simply divide the casual rate by 1.25.*

These Things Are Against The Law!

- X Not receiving a payslip every time you get paid***
- X Being paid in food and services instead of money (eg Food)***
- X Unpaid Trials - you must be paid for all work***
- X Being sacked, bullied or punished with less shifts for demanding your rights including your legal right to join or not join a union***
- X Employer deducting from your wages without your permission (except tax)***

More help? Useful Contacts:

If you are a working student and think that you might be underpaid or unsure about your rights or a concerned parent wanting to check the facts you can contact: **Unions Australia 1300 486 466** or www.Australianunions.org.au

If you would like to see a copy of Awards, Agreements or make a complaint directly to the Fair Work Ombudsman you can go to: www.fwc.gov.au

If you would like to contact the **South Coast Labour Council** and leave your contact details we will keep you up to date with changes to award rates of pay and your Rights@Work. Simply email us at: mail@sclc.com.au or through our site on www.sclc.com.au

