

Minimum Wage Increase

The Fair Work Commission has announced an increase to the wages contained in modern awards for 2025.

What is a minimum wage?

All employees working in Australia are entitled to a minimum wage. This is the minimum amount you can be paid for the work that you are doing.

What is the increase?

The minimum wage increase is 3.5%.

Why is there an increase?

Every year, the Fair Work Commission reviews the wages within awards to keep up with inflation.

Where will I find information about the increase?

For more information on this announcement, please visit the Fair Work Ombudsman at

<https://www.fairwork.gov.au/about-us/workplace-laws/annual-wage-review>

Who will receive the increase?

This wage increase will be passed on to all eligible employees NOT employed under Individual Employment Contracts (IEC).

When will the increase be paid?

The increase is effective on the first full pay period on or after 1 July 2025. A "full pay period" is a complete cycle of your regular pay schedule that starts after 1 July 2025.

This means, for eligible employees, new rates will commence on Saturday 5 July, and you'll see this increase in your pay on **Thursday 24 July**.

Do I receive more than 3.5% as I am under the Endeavour Foundation Enterprise Agreement 2024 (EFEA)?

Yes, employees covered under the EFEA, will receive an additional increase to their minimum rate of pay as outlined in Schedule B of the Agreement. New rates for the EFEA will be published on the intranet once available in early July.

My wage is above the relevant award or agreement wage. Will I still get an increase?

An increase may be partly or wholly absorbed if you are paid above the relevant award or agreement minimum wage. Any employee who will not receive the full increase will be notified separately.

I am on an Individual Employment Contract (IEC); when will my wage be reviewed?

Employees employed under IECs will have their wages reviewed as part of our Annual Remuneration Review in October.

Does this also apply to employees we support?

Employees we support will receive separate communication on wage increase for 2025.

I have another question. Who can I ask?

Please lodge an enquiry through the [#TeamPossible Support Hub](#).