



BACKGROUND PAPER

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2018–19 — Junior rates of pay in modern awards

C2019/1

MELBOURNE, 8 MAY 2019

Note: This is a background document only and does not purport to be a comprehensive discussion of the issues involved. It has been prepared by staff of the Fair Work Commission and does not represent the views of the Expert Panel for annual wage reviews on any issue.

Introduction

[1] In the Annual Wage Review 2018–19, The Australian Workers' Union (AWU) filed a submission raising a concern that certain junior rates of pay in the *Vehicle Manufacturing, Repair, Services and Retail Award 2010* (the VMRSR Award) are lower than the rates of pay for award-free junior employees covered by the Special National Minimum Wage 3 (special NMW3) in the *National Minimum Wage Order 2018* (NMW Order 2018).¹

[2] This paper provides a short background to the issue, and identifies a further **19** modern awards in which the junior rates of pay appear to fall below the specified junior rates of pay in Special NMW3 for award-free employees. Attachment A to this background paper sets out a list of the **19** awards, along with two research tables as follows:

- **Table 1:** includes modern awards where a percentage (or a number of percentages) in the junior rates table in the modern award is lower than the corresponding percentage(s) in the junior rates table in the NMW Order 2018 AND the applicable adult classification minimum weekly/hourly wage is equal to the corresponding minimum weekly wage in the NMW Order 2018.
- **Table 2:** includes modern awards where a percentage (or a number of percentages) in junior rates table in the modern award is lower than the corresponding percentage(s) in the junior rates table in the NMW Order 2018 AND the applicable adult classification minimum weekly/hourly wage is greater than the corresponding minimum weekly wage in the NMW Order 2018.

¹ [PR606629](#) at cl 8.2.

[3] A conference will be convened on behalf of the Expert Panel for annual wage reviews (the Panel) on **Wednesday, 15 May 2019** at 2.00pm in Sydney. The purpose of the conference is to discuss the circumstances revealed by Attachment A to this background paper, and to explore what, if any, action the Panel should take with respect to the relevant junior rates of pay.

Background

[4] In its submission, the AWU noted that the issue in the VMRSR Award has occurred as a result of two factors: the first being that the adult wage rate for entry-level employees in the Vehicle Manufacturing stream² and the Vehicle repair, service and retail stream³ (Vehicle Industry RS&R stream) in the VMRSR Award is equal to the adult NMW; and secondly, the relevant junior rate percentages in the VMRSR Award are lower than those in the NMW Order 2018.⁴

[5] The AWU sought to have the Panel vary the relevant unapprenticed junior percentages in the VMRSR Award to ensure that all junior employees covered by the modern award receive a minimum wage that at least equals that set by the special NMW3 in the NMW Order 2019 for award/agreement free junior employees.⁵

[6] Following the filing of submissions, the Panel published a question on notice seeking submissions as to whether interested parties ‘agree with the submission of the AWU to the effect that the Panel should vary the junior rates in the *Vehicle Manufacturing, Repair, Services and Retail Award 2010* (and any other modern award where the same may issue arise)’.⁶

[7] The following parties provided submissions in response to the question on notice:

- Australian Industry Group (Ai Group);⁷
- Motor Traders' Association of New South Wales, the Motor Trade Association of South Australia, the Motor Trade Association of West Australia and the Victorian Automobile Chamber of Commerce (collectively MTA Organisations);⁸ and
- Australian Council of Trade Unions (ACTU).⁹

[8] In their initial submission, the AWU provided the following tables to demonstrate the disparity in unapprenticed junior rates for employees covered by the VMRSR Award in both the Vehicle Manufacturing stream (Table 1) and the Vehicle Industry RS&R stream (Table 2) as compared to award-free junior employees whose rates are set by the special NMW3 in the NMW Order 2018:¹⁰

² *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 52.1.

³ *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 33.7(a).

⁴ AWU [submission](#), 18 March 2019 at paras. 5-6.

⁵ AWU [submission](#), 18 March 2019 at para. 19.

⁶ Expert Panel, [Questions on notice](#), 3 April 2019 at para. 5.1.

⁷ Ai Group [submission in reply](#), 12 April 2019.

⁸ MTA organisations [response to questions on notice](#), 12 April 2019 at paras 3-9.

⁹ ACTU [submission in reply](#), 12 April 2019 at para. 174.

¹⁰ AWU [submission](#), 18 March 2019 at para. 4.

‘Table 1

Age	Award Relativity ¹¹	NMWO Relativity ¹²	Award Hourly Rate	NMWO Hourly Rate	Difference (\$) per hour
U/16 years	35.0%	36.8%	\$6.63	\$6.97	-\$0.34
At 16 years	45.0%	47.3%	\$8.52	\$8.95	-\$0.43
At 17 years	55.0%	57.8%	\$10.41	\$10.94	-\$0.53
At 18 years	55.0%	68.3%	\$12.30	\$12.93	-\$0.63
At 19 years	78.5%	82.5%	\$14.86	\$15.62	-\$0.76
At 20 years	95.0%	97.7%	\$17.98	\$18.49	-\$0.51

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Table 2

Age	Award Relativity ¹³	NMWO Relativity ¹⁴	Award Hourly Rate	NMWO Hourly Rate	Difference (\$) per hour
U/16 years	47.5%	36.8%	\$8.99	\$6.97	\$2.02
At 16 years	47.5%	47.3%	\$8.99	\$8.95	\$0.04
At 17 years	50.0%	57.8%	\$9.47	\$10.94	-\$1.47
At 18 years	62.5%	68.3%	\$11.83	\$12.93	-\$1.10
At 19 years	75.0%	82.5%	\$14.20	\$15.62	-\$1.42
At 20 years	87.5%	97.7%	\$16.56	\$18.49	-\$1.93

[9] Level 1 adult employees under the Vehicle Manufacturing¹⁵ and the Vehicle Industry RS&R¹⁶ streams are entitled to an hourly rate of \$18.93 and a weekly rate of \$719.20 under the modern award, which is equal to the rates of an employee on the NMW.¹⁷ The AWU submitted that apart from the 16 years or younger cohort in the Vehicle Industry RS&R stream (Table 2), junior employees covered by these streams are worse off than award-free employees, excluding allowances and any other benefit payable under the award.¹⁸

[10] In their reply submission, Ai Group noted that Table 2 in the AWU submission only contains extracts of the junior rates of pay for the Vehicle Industry RS&R stream which are set out in clause 33.7(a) of the VMRSR Award for the classifications listed in clause 33.7(b). These rates are based on percentages of the minimum weekly wage of an adult Vehicle RS&R industry employee who is classified as Level 1. Under clause 33.4 of the VMRSR Award, the minimum weekly wage for such an employee is \$719.20.¹⁹

[11] Both Ai Group and the MTA Organisations submitted, however, that Table 2 does not present all the junior rates of pay relevant to the Vehicle Industry RS&R stream. In

¹¹ *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 52.1.

¹² PR606629 at cl 8.2

¹³ *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 33.7(a).

¹⁴ PR606629 at cl 8.2.

¹⁵ *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 45.5.

¹⁶ *Vehicle Manufacturing, Repair, Services and Retail Award 2010* [MA000089] at cl 33.4

¹⁷ [2018] FWCFB 3500 at [489].

¹⁸ AWU submission, 18 March 2019 at paras. 8 and 10.

¹⁹ Ai Group [submission in reply](#), 12 April 2019 at p. 31; MTA organisations, questions on notice, 12 April 2019 at para 6.

particular, they submit that the junior rates of pay which are set out in clause 33.7(c) of the VMRSR Award for the classifications listed in clause 33.7(d) have been excluded from the table of junior rates. These rates are based on percentages of the minimum weekly wage of an adult Vehicle RS&R industry employee who is classified as Level 4.²⁰ Under clause 33.4 of the VMRSR Award, the minimum weekly wage for such an employee is \$794.70.

[12] Moreover, Ai Group and MTA Organisations observed that, due to the difference in the minimum wages of adult Vehicle RS&R industry employees classified as Level 1 as compared to Level 4, the junior rates contained in clause 33.7(c) are significantly higher than those in clause 33.7(a). In fact, MTA Organisations noted that the rates in clause 33.7(c) are in excess of the NMW Order 2018.²¹

[13] In relation to the rates in Table 1 concerning junior rates in the Vehicle Manufacturing stream, Ai Group and the Australian Manufacturing Workers Union have been involved in negotiations to implement the Commission's decision to incorporate the manufacturing stream of the VMRSR Award into the *Manufacturing and Associated Industries and Occupations Award 2010* (the Manufacturing Award). Ai Group noted that the Manufacturing Award Exposure Draft,²² which was republished on 13 February 2019, incorporates the outcome of the negotiations between the parties, including in respect of junior rates of pay.²³ Ai Group submitted that the parties have agreed that, from the time that the new Manufacturing Award comes into operation (when the Manufacturing Award exposure draft becomes the modern award), the junior rates of pay that currently apply under the existing Manufacturing Award will apply to the Vehicle Manufacturing stream of employees who become covered by the Manufacturing Award. These rates are calculated on the C13 rate in the Manufacturing Award and exceed the rates in the NMW Order 2018.²⁴ Additionally, Ai Group confirmed that the VMRSR Award Exposure Draft,²⁵ republished on 13 February 2019, does not contain a schedule of wage rates for junior Vehicle Manufacturing employees as the Vehicle Manufacturing stream has been removed from the exposure draft.²⁶

[14] In response to a question on notice from the Panel, the ACTU,²⁷ MTA Organisations²⁸ and Ai Group²⁹ each filed submissions expressing varying levels of support for the AWU's claim. The ACTU submitted that it supports the AWU's claim that 'the junior rates in the VMRSR Award should be varied as proposed'.³⁰

[15] MTA Organisations supported varying the unapprenticed junior rates only with respect to those contained in the Vehicle Industry RS&R stream. MTA Organisations proposed that the percentages of the Level 1 rate at clause 33.7(a) of the VMRSR Award be

²⁰ Ai Group [submission in reply](#), 12 April 2019 at p. 31; MTA organisations, questions on notice, 12 April 2019 at para 6.

²¹ Ai Group [submission in reply](#), 12 April 2019 at p. 31; MTA organisations, questions on notice, 12 April 2019 at para 6.

²² [Exposure Draft](#) - Manufacturing and Associated Industries and Occupations Award - including vehicle manufacture – revised, republished 13 February 2019.

²³ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

²⁴ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

²⁵ [Exposure draft](#) - Vehicle Repair, Services and Retail Award – revised, republished 13 February 2019.

²⁶ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

²⁷ ACTU [submission in reply](#), 12 April 2019 at para 174.

²⁸ MTA organisations, questions on notice, 12 April 2019 at para 8.

²⁹ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁰ ACTU [submission in reply](#), 12 April 2019 at para 174.

adjusted so that they are 'in line with'³¹ the NMW Order 2018.³² MTA Organisations submitted that the proposed variation should be effective from the first full pay period commencing on or after 1 July 2019.³³

[16] MTA Organisations declined to make submissions with respect to unapprenticed junior rates contained in the Vehicle Manufacturing stream of the VMRSR Award, noting instead that Ai Group would be making separate submissions dealing with those rates.³⁴

[17] Ai Group submitted that it would not oppose the wage rates in special NMW3 in the NMW Order 2018 applying to junior Vehicle Manufacturing employees covered by the VMRSR Award, from 1 July 2019 up until the time when the new Manufacturing Award comes into operation.³⁵ Ai Group, however, cautioned that any increases in junior rates under the VMRSR Award should not set a precedent for rates in other awards or rates for other types of employees. Moreover, Ai Group submitted that it would be inappropriate for the Panel to vary the junior rates in any other award in this manner without an understanding of which awards are affected and whether there are any award-specific, industry-specific or occupation-specific reasons which justify the existing pay rates.³⁶

[18] Additionally, Ai Group rejected the proposition that special minimum wages in NMW Orders should, in all circumstances, be no less than the wage rates for similar types of employees who are award covered.³⁷ Ai Group illustrated this point by highlighting that while the proportions of wage rates in Special Minimum Wage 4 and Special Minimum Wage 5 derive from proportions of wage rates in the *Miscellaneous Award 2010* (Miscellaneous Award), there are many examples where the rates for adult employees covered by the Miscellaneous Award are higher than rates of pay for adult employees under various other awards. Therefore, Ai Group concluded that it is unsurprising that the wage rates in a Special Minimum Wage (that are based on a proportion of the wage rates in the Miscellaneous Award) would be higher than the award wage rates for some award-covered employees.³⁸

Extracts and key information from the NMW Order 2018

[19] Clause 4.1 of the NMW Order 2018 states:

'The national minimum wage is \$719.20 per week, calculated on the basis of a week of 38 ordinary hours, or \$18.93 per hour.'³⁹

[20] Special NMW 3 of the NMW Order 2018⁴⁰ states:

'8.1 Special national minimum wage 3 applies to an award/agreement free junior employee.'

³¹ MTA organisations, [response to questions on notice](#), 12 April 2019 at para 8.

³² MTA organisations, [response to questions on notice](#), 12 April 2019 at para 8.

³³ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁴ MTA organisations, [response to questions on notice](#), 12 April 2019 at para 9.

³⁵ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁶ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁷ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁸ Ai Group [submission](#) in reply, 12 April 2019 at p. 31.

³⁹ [PR606629](#) at cl 4.1.

⁴⁰ [PR606629](#) at cl 8.2.

8.2 An employer of an employee to whom special national minimum wage 3 applies must pay the employee a base rate of pay that at least equals the following percentage of the wage rate in cl.4.1 of this order:

Age	% of rate of pay in cl. 4.1
Under 16 years of age	36.8%
At 16 years	47.3%
At 17 years	57.8%
At 18 years	68.3%
At 19 years	82.5%
At 20 years	97.7%

[21] The following table sets out the junior minimum and hourly rates of pay calculated according to Special NMW 3:

Age	% of rate of pay in cl. 4.1	Minimum hourly rate of pay¹	Minimum weekly rate of pay²
Under 16 years of age	36.8%	\$6.97	\$264.67
At 16 years	47.3%	\$8.95	\$340.18
At 17 years	57.8%	\$10.94	\$415.70
At 18 years	68.3%	\$12.93	\$491.21
At 19 years	82.5%	\$15.62	\$593.34
At 20 years	97.7%	\$18.49	\$702.66
^{1,2} Values have been rounded to 2 decimal places			

The issues for consideration

[22] The issues for consideration at the conference include:

1. Whether it is appropriate that any junior rates under modern awards be less than the equivalent junior rates provided for award-free employees in special NMW3?
2. To what extent should the particular circumstances of each modern award be taken into account in assessing issue 1?
3. Where it is not appropriate for junior rates to be less than the equivalent junior rates provided for award-free employees in special NMW3, what variations should be considered and when?

ATTACHMENT A

List of modern awards which contain junior rates of pay that are lower than the rates of pay for award-free junior employees covered by the special NMW3

1. *Aboriginal Community Controlled Health Services Award 2010* (see Table 2);
2. *Airport Employees Award 2010* (see Table 2);
3. *Animal Care and Veterinary Services Award 2010* (see Table 1);
4. *Banking, Finance and Insurance Award 2010* (see Table 2);
5. *Cleaning Services Award 2010* (see Table 2);
6. *Clerks—Private Sector Award 2010* (see Table 2);
7. *Dry Cleaning and Laundry Industry Award 2010* (see Table 1);
8. *Educational Services (Schools) General Staff Award 2010* (see Table 2);
9. *Educational Services (Post-Secondary Education) Award 2010* (see Table 2);
10. *Electrical Power Industry Award 2010* (see Table 2);
11. *Graphic Arts, Printing and Publishing Award 2010* (see Table 2);
12. *Health Professionals and Support Services Award 2010* (see Table 1);
13. *Horse and Greyhound Training Award 2010* (see Table 2);
14. *Real Estate Industry Award 2010* (see Table 2);
15. *Sugar Industry Award 2010* (see Table 2);
16. *Textile, Clothing, Footwear and Associated Industries Award 2010* (see Table 2);
17. *Timber Industry Award 2010* (see Table 2);
18. *Vehicle Manufacturing, Repair, Services and Retail Award 2010* (see Table 1); and
19. *Wool Storage, Sampling and Testing Award 2010* (see Table 2).

Tables comparing aspects of certain modern awards to the special NMW3

Table 1: Modern awards where a percentage (or a number of percentages) in the junior rates table is lower than the corresponding percentage(s) in the junior rates table in the NMW Order 2018 AND the applicable adult classification minimum weekly/hourly wage is equal to the corresponding minimum weekly wage in the NMW Order 2018.

Note: ¹Percentages in blue font represent the percentage of the appropriate adult minimum wage rate in Special NMW3 for the comparable age group.

²Dollar figures in blue font represent the junior minimum hourly or weekly rate according to the Special NMW3 for the comparable age group.

³Dollar figures rounded to the nearest 2 decimal places.

Table 1:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Relevant adult weekly/hourly minimum wage rate from modern award	Instances where junior rates in award fall below special NMW3^{2,3}
ANIMAL CARE AND VETERINARY SERVICES AWARD 2010 [MA000118]	✓	Clause 15.1: Junior employees must be paid the following percentage of the appropriate wage rate in clause 14—Minimum wages. - 19 years – 80% (82.5%) 20 years – 90% (97.7%)	<u>Adult classification(s) – min wage is equal to the NMW</u> An Introductory level employee who is a Practice managers, Veterinary nurses, Receptionists, Animal attendants or Assistants incl 14.2 receives a minimum hourly wage that is equal to the NMW. <u>Adult classification(s) – min wage is above the NMW</u> All rates of pay for employees within the following streams get paid above NMW: - Veterinary surgeons (cl 14.1), - Animal care industry inspectors (cl 14.3). Practice managers, Veterinary nurses, Receptionists, Animal attendants and Assistants (cl 14.2) -- Levels 1-5.	<ul style="list-style-type: none"> - 19 year old <i>Introductory level</i> Practice manager, Veterinary nurse, Receptionist, Animal attendant or Assistant - \$15.14 (\$15.62) - 20 year old <i>Introductory level</i> Practice manager, Veterinary nurse, Receptionist, Animal attendant or Assistant - \$17.04 (\$18.49) - 19 year old <i>Level 1</i>, Veterinary nurse, Receptionist, Animal attendant or Assistant - \$15.58 (\$15.62) - 20 year old <i>Level 1</i> Practice manager, Veterinary nurse, Receptionist, Animal attendant or Assistant - \$17.52 (\$18.49)

Table 1:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Relevant adult weekly/hourly minimum wage rate from modern award	Instances where junior rates in award fall below special NMW3^{2,3}
DRY CLEANING AND LAUNDRY INDUSTRY AWARD 2010 [MA000096]	✓	Clause 14.2: <i>Wages of junior employees—dry cleaning</i> - Junior employees will be paid the following percentage of the appropriate wage rate in clause 14.1(a): - 20 years – 93% (97.7%)	<u>Adult wage equal to the NMW</u> A Level 1 Dry cleaning employee in cl 14.1(a) receives a minimum weekly wage that is equal to the NMW. <u>Adult classification(s) – min wage is above the NMW</u> - Dry cleaning employee classified as Level 2-5 in cl 14.1(a) receive a minimum weekly wage above NMW.	- 20 year old <i>Level 1</i> dry cleaning employee - \$668.86 (\$702.66) - 20 year old <i>Level 2</i> dry cleaning employee - \$688.11 (\$702.66) - 20 year old <i>Level 3</i> dry cleaning employee - \$698.06 (\$702.66)
HORSE AND GREYHOUND TRAINING AWARD 2010 [MA000008]	✓	Clause 13.3(a): The minimum weekly wage to be paid to any unapprenticed employee, including any probationary apprentice, under 21 years of age, is a percentage of the relevant minimum wage in clause 13.1 determined in accordance with the following table: - 19 years – 80% (82.5%) - 20 years – 95% (97.7%)	<u>Adult classification(s) – min wage is equal to the NMW</u> A stable employee (on commencement with employer) in cl 13.1 receives a minimum weekly rate equal to the NMW. <u>Adult classification(s) – min wage is above the NMW</u> Other classifications in cl 13.1 receive a minimum weekly wage above NMW.	- 19 year old <i>Stable employee (on commencement with employer)</i> - \$575.36 (\$593.34) - 20 year old <i>Stable employee (on commencement with employer)</i> - \$683.24 (\$702.66) - 19 year old <i>Stablehand Grade 1 (after three months' continuous employment with the employer)</i> - \$591.92 (\$593.34)
VEHICLE MANUFACTURING, REPAIR, SERVICES AND RETAIL AWARD 2010 [MA000089]	✗	Clause 34 <i>Vehicle Industry RS&R Employees- Junior drivers:</i> For drivers not covered under clause 33.7 the minimum rate to be paid to junior drivers of commercial vehicles and/or tow trucks of this award is as follows: - 19 years – 80% (82.5%)	<u>Adult classification(s) – min wage is above the NMW</u> A commercial vehicle driver used in the course of the employer's business in clause 33.5 (\$794.60) A tow truck driver—Classes 1, 2 and 3 in clause 33.5 (\$794.60) A tow truck driver—Class 4 in clause 33.5 (\$837.40)	- N/A

Table 1:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Relevant adult weekly/hourly minimum wage rate from modern award	Instances where junior rates in award fall below special NMW3^{2,3}
VEHICLE MANUFACTURING, REPAIR, SERVICES AND RETAIL AWARD 2010 [MA000089]	✓	<p>Clause 33.7(a): <i>Vehicle industry RS&R—unapprenticed juniors:</i> The minimum weekly rate of wage for a junior employed in the classifications as set out in clause 33.7(b), will be the following:</p> <ul style="list-style-type: none"> - 17 years – 50% (57.8%) - 18 years – 62.5% (68.3%) - 19 years – 75% (82.5%) - 20 years – 97.5% (97.7%) 	<p><u>Adult classification(s) – min wage is equal to the NMW</u></p> <p>A Level 1 Vehicle RS&R industry employee in cl 33.4 receives a minimum weekly rate equal to the NMW.</p>	<ul style="list-style-type: none"> - 17 year old <i>Vehicle RS&R industry employee—Level 1</i> — \$9.47 (\$10.94) - 18 year old <i>Vehicle RS&R industry employee—Level 1</i> — \$11.83 (\$12.93) - 19 year old <i>Vehicle RS&R industry employee—Level 1</i> — \$14.20 (\$15.62) - 20 year old <i>Vehicle RS&R industry employee—Level 1</i> — \$16.46 (\$18.48) - 17 year old <i>Vehicle RS&R industry employee—Level 2</i> — \$9.74 (\$10.94) - 18 year old <i>Vehicle RS&R industry employee—Level 2</i> — \$12.17 (\$12.93) - 19 year old <i>Vehicle RS&R industry employee—Level 2</i> — \$14.60 (\$15.62) - 20 year old <i>Vehicle RS&R industry employee—Level 2</i> — \$17.04 (\$18.48)
	✓	<p>clause 52.1: <i>Vehicle manufacturing employees:</i> The minimum weekly wage for an unapprenticed junior employee will be an amount equal to the undermined relevant percentage of the ordinary total weekly wage prescribed by this award for the Vehicle industry/production employee—Level 1 (V1) in clause 45.5:</p> <ul style="list-style-type: none"> - Under 16 years – 35% (36.8%) - 16 years – 45 (47.3%) - 17 years – 55% (57.8%) - 18 years – 65% (68.3%) - 19 years – 78.5% (82.5%) - 20 years – 95% (97.7%) 	<p><u>Adult classification(s) – min wage is equal to the NMW</u></p> <p>A Level 1 (V1) Vehicle industry/production employee in cl 45.5 receives a minimum hourly rate equal to the NMW.</p>	<ul style="list-style-type: none"> - Under 16 year <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$ 6.63(\$6.97) - 16 year old <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$ 8.52(\$8.95) - 17 year old <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$10.41 (\$10.94) - 18 year old <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$12.30 (\$12.93) - 19 year old <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$14.86 (\$15.62) - 20 year old <i>Vehicle industry/production employee—Level 1 (V1)</i> — \$17.98 (\$18.48)
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Table 2: Modern awards where a percentage (or a number of percentages) in the junior rates table is lower than the corresponding percentage(s) in the junior rates table in the NMW Order 2018 AND the applicable adult classification minimum weekly/hourly wage is greater than the corresponding minimum weekly wage in the NMW Order 2018.

Note: ¹Percentages in blue font represent the percentage of the appropriate adult minimum wage rate in Special NMW3 for the comparable age group.

²Dollar figures in blue font represent the junior minimum hourly or weekly rate according to the Special NMW3 for the comparable age group.

³Dollar figures rounded to the nearest 2 decimal places.

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES AWARD 2010 [MA000115]	✓	Clause 14.2: A junior employee will be paid the following percentage of the ordinary rate prescribed by this award for the appropriate adult classification: - 20 years – 90% (97.7%)		- 20 year old Dental assistant grade 1 – \$680.31 (\$702.66) - 20 year old Dental assistant grade 2 – \$694.35 (\$702.66)
AIRLINE OPERATIONS— GROUND STAFF AWARD 2010 [MA000048]	✗	<i>Clerical, administration and support stream</i> (clause 17.1): Junior employees engaged in classifications in the clerical, administration and support stream will be paid the following percentage of the appropriate wage rate in 15.2 - 17 years – 55% (57.8%) - 18 years – 65% (68.3%) - 19 years – 75% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for level 1-8 in cl 15.2 are all above the NMW. E.g. Level 1 (entry level) minimum rate per week = \$802	N/A
		<i>Maintenance and engineering stream</i> (clause 17.2): Junior employees engaged in classifications in the maintenance and engineering stream will be paid the following percentage of the adult Aircraft Worker 3 rate in 15.3: - 17 years – 55% (57.8%)	Aircraft Worker 3 minimum weekly rate in cl 15.3 is above the NMW, being \$768.30.	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
		<i>Storepersons and logistics stream</i> (clause 17.3): Junior employees engaged in classifications in the storepersons and logistics stream will be paid the following percentage of the appropriate wage rate in 15.4: - 17 years – 55% (57.8%)	Rates of pay for employees classified as level 1-5 in cl 15.4 are all above the NMW. E.g. Level 1 (entry level) minimum weekly rate per week is \$764.50.	N/A
AIRPORT EMPLOYEES AWARD 2010 [MA000049]	✓	Clause 18: An unapprenticed junior must be paid a salary calculated to the nearest dollar, at the percentage specified by age as follows of the minimum adult salary applicable to their classification. - 19 years – 81% (82.5%) - 20 years – 91% (97.7%)	Rates of pay for the levels within each of the 4 streams in cl 15 are all greater than NMW E.g. Ground services officers stream, Ground services officer Level 1 (entry level) minimum rate per hour=\$19.65 * * Modern award provides annual salaries. Referred to the FWO rates of pay table for the min hourly rate	- 20 year old <i>Level 1 Ground services employee</i> – \$17.88 (\$18.48) - 20 year old <i>Level 2 Ground services employee</i> – \$18.30 (\$18.48)
BANKING, FINANCE AND INSURANCE AWARD 2010 [MA000019]	✓	Clause 13.2: Where the law permits junior employees to perform work in the banking, finance and insurance industry, the junior employee will be entitled to the percentage of the applicable adult weekly wage (in the case of part-time or casual employees the hourly rate) for their classification as set out in the table below: - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for employees classified as being level 1-6 in cl 13.1 are all above the NMW E.g. Level 1 (entry level) minimum weekly rate is \$764.70	- 20 year old <i>Level 1 Employee</i> - \$688.23 (\$702.66)
BLACK COAL MINING INDUSTRY AWARD 2010 [MA000001]	✗	B.2.2: The minimum rates of pay to be paid to juniors are the following percentages of the Group A weekly rate in each state: - 20 years – 95% (97.7%)	Rates of pay for employees classified as Group A in B.2.1 are all above the NMW E.g. Group A minimum weekly rate =\$874.30	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
BROADCASTING, RECORDED ENTERTAINMENT AND CINEMAS AWARD 2010 [MA000147]	✗	Clause 14.4: (a) The minimum wages of junior employees are the following percentages of the minimum wage for an entertainment employee Grade 5: - 16 years – 45% (47.3%) - 17 years – 55% (57.8%) - 18 years – 65% (68.3%) - 19 years – 75% (82.5%) - 20 years – 85% (97.7%)	Rates of pay for a Grade 5 adult employee is above the NMW, being \$837.40 per week.	N/A
CLEANING SERVICES AWARD 2010 [MA000022]	✓	Clause 16.2: Junior employees of shopping trolley collection contractors will be paid the following percentage of the appropriate wage rate in clause 16.1: - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for employees classified as being level 1-3 in cl 16.1 are all above the NMW. E.g. Level 1 (entry level) minimum weekly rate is \$768.10	- 20 year old <i>Level 1 Cleaning Service Employee</i> - \$691.29 (\$702.66)
CLERKS—PRIVATE SECTOR AWARD 2010 [MA000002]	✓	Clause 18: Junior employees of shopping trolley collection contractors will be paid the following percentage of the appropriate wage rate in clause 16.1: - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for levels and classifications in cl 16.1 are all above the NMW. E.g. Level 1-Year 1 (entry level) minimum rate per week=\$764.70	- 20 year old <i>Level 1-Year 1</i> - \$688.23 (\$702.66)
COMMERCIAL SALES AWARD 2010 [MA000083]	✗	Clause 13.3: The minimum wages for a junior are ... % of the wage rate for Commercial Traveller/Advertising Sales Representative in clause 13.1: - 18 years – 67.5% (68.3%) - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	A Commercial Traveller/Advertising Sales Representative's minimum weekly rate in clause 13.1 is above the NMW, being \$840.20.	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION) AWARD 2010 [MA000075]	✓	Clause 14.6: Junior employees must be paid the following percentage of the appropriate wage or salary rate. This clause does not apply to employees who are required to hold a trade qualification. - 19 years – 80% (82.5%) - 20 years – 90% (97.7)	Clause 14.1 - Academic teachers - Rates of pay for adult employees classified as Level A to Level C in cl 14.1 are all above the NMW. - E.g. Level A, A.1 minimum weekly rate is \$989.50 Clause - 14.3 Teachers and tutor/instructors - Rates of pay for adult employees classified as Level 1-12 in cl 14.3 are all above the NMW. - E.g. Level 1 minimum weekly rate is \$941.54	- 20 year old Level 1.1 employee – \$688.23 (\$702.66)
EDUCATIONAL SERVICES (SCHOOLS) GENERAL STAFF AWARD 2010 [MA000076]	✓	Clause 15.3: A junior employee appointed at classification level 1 or 2 is to be paid at the following percentage of the appropriate adult rate for the position performed. - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for employees classified as being level 1 and Level 2 in cl 15.1 are above the NMW. E.g. Level 1.1 (entry level) minimum weekly rate is \$739.90.	- 19 year old <i>Level 1.1 employee</i> - \$591.92 (\$593.34) - 20 year old <i>Level 1.1 employee</i> - \$665.91 (\$702.66) - 20 year old <i>Level 1.2 employee</i> - \$691.47 (\$702.66)
ELECTRICAL POWER INDUSTRY AWARD 2010 [MA000088]	✓	Clause 17.3: The terms of this award apply to the employment of juniors. Juniors will be entitled to a percentage of the adult rate. The percentages are: - 20 years – 93% (97.7%)	Rates of pay for employees classified as level 1-11 in cl 17.1 are all above the NMW E.g. Level 1 (entry level) minimum rate per week=\$743.20	- 20 year old <i>Level 1 Technical Grade 1/ Administrative Grade 1 employee</i> - \$691.18 (\$702.66)
FAST FOOD INDUSTRY AWARD 2010 [MA000003]	✗	Clause 18 Junior employees will be paid the following percentage of the appropriate wage rate in clause 17—Minimum weekly wages: - 19 years – 80% (82.5%) - 20 years – 90% (97.7%)	Rates of pay for employees classified as level 1-3 in cl 17 are all above the NMW. E.g. Level 1 (entry level) minimum weekly rate is 789.90	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
GENERAL RETAIL INDUSTRY AWARD 2010 [MA000004]	✗	Clause 18.2: Junior employees will be paid the following percentage of the appropriate wage rate in clause 17 from the first pay period commencing on or after 1 July 2015: <ul style="list-style-type: none"> - Under 16 years – 45% (36.8%) - 16 years – 50% (47.3%) - 17 years – 60% (57.8%) - 18 years – 70% (68.3%) - 19 years – 80% (82.5%) - 20 years, employed for 6 months or less – 90% (97.7%) - 20 years, employed for more than 6 months – 100% (97.7%) 	Rates of pay for adult employees in clause 17 are above the NMW. E.g. Retail Employee Level 1 is \$789.90	N/A
GRAPHIC ARTS, PRINTING AND PUBLISHING AWARD 2010 [MA000026]	✓	Clause 18.2(a): <i>Junior artist and/or designer (including junior commercial artist):</i> Where work is performed by a junior artist and/or designer (including a junior commercial artist), the minimum wage rate will be the percentage set out below of the wage prescribed for classification level 4 of this award: <ul style="list-style-type: none"> - Under 16 years – 37.5% (36.8%) - 16 years – 37.5% (47.3%) - 17 years – 47.5% (57.8%) - 18 years – 60% (68.3%) - 19 years – 72.5% (82.5%) - 20 years – 87.5% (97.7%) 	Rates of pay for adult employees classified as Level 4 in cl 17.3 is all above the NMW. E.g. Level 4 minimum weekly and hourly rate is \$794.7 and \$20.91, respectively	<ul style="list-style-type: none"> - 16 year old <i>Level 4 employee</i> - \$298.91 (\$340.18) - 17 year old <i>Level 4 employee</i> - \$377.48 (\$415.70) - 18 year old <i>Level 4 employee</i> - \$476.82 (\$491.21) - 19 year old <i>Level 4 employee</i> - \$576.16 (\$593.34) - 20 year old <i>Level 4 employee</i> - \$695.36 (\$702.66)

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
	✓	<p>Clause 18.3: <i>Juniors employed in a daily newspaper office other than inserters not being an apprentice/trainee:</i> Where work is performed by a junior employed in a daily newspaper office other than inserters not being an apprentice/trainee, the minimum wage rate will be the percentage set out below of the wage prescribed for classification level 3 of this award:</p> <ul style="list-style-type: none"> - Under 16 years – 30% (36.8%) - 16 years – 40% (47.3%) - 17 years – 50% (57.8%) - 18 years – 60% (68.3%) - 19 years – 75% (82.5%) - 20 years – 90% (97.7%) 	<p>Rates of pay for adult employees classified as Level 4 in cl 17.3 is above the NMW. E.g. Level 3 minimum weekly and hourly rate is \$768.30 and \$20.22, respectively</p>	<ul style="list-style-type: none"> - Under 16 years <i>Level 3 employee</i> - \$230.49 (\$340.18) - 16 year old <i>Level 3 employee</i> - \$307.32 (\$415.70) - 17 year old <i>Level 3 employee</i> - \$384.15 (\$415.70) - 18 year old <i>Level 3 employee</i> - \$460.98 (\$491.21) - 19 year old <i>Level 3 employee</i> - \$576.23 (\$593.34) - 20 year old <i>Level 3 employee</i> - \$691.47 (\$702.66)
	✓	<p>Clause 18.4: <i>Other juniors not being an apprentice/trainee:</i> Where work is performed by a junior (other than a junior artist and/or designer or a junior keyboard operator/assembler or a junior employed in a daily newspaper officer other than inserters) not being an apprentice/trainee, the minimum wage rate will be the percentage set out below of the wage prescribed for classification level 2 of this award:</p> <ul style="list-style-type: none"> - Under 16 years – 30% (36.8%) - 16 years – 40% (47.3%) - 17 years – 50% (57.8%) - 18 years – 60% (68.3%) - 19 years – 75% (82.5%) - 20 years – 90% (97.7%) 	<p>Rates of pay for adult employees classified as Level 2 in cl 17.3 is all above the NMW. E.g. Level 2 minimum weekly and hourly rate is \$739.90 and \$19.47, respectively</p>	<ul style="list-style-type: none"> - 16 year old <i>Level 2 employee</i> - \$221.97 (\$264.67) - 16 year old <i>Level 2 employee</i> - \$295.96 (\$340.18) - 17 year old <i>Level 2 employee</i> - \$369.95 (\$415.70) - 18 year old <i>Level 2 employee</i> - \$443.94 (\$491.21) - 19 year old <i>Level 2 employee</i> - \$554.93 (\$593.34) - 20 year old <i>Level 2 employee</i> - \$665.91 (\$702.66)

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
HEALTH PROFESSIONALS AND SUPPORT SERVICES AWARD 2010 [MA000027]	✓	Clause 14.2: <i>Juniors in Support Services</i> A junior employee may be engaged to perform the duties of any Support Services classification level in this award and will be paid the following percentage of the adult minimum wage rate for the classification level applicable to the junior employee: - 19 years – 80% (82.5%) - 20 years– 90% (97.7%)	Rates of pay for employees classified as being level 1-9 in cl 14.3 are above the NMW. E.g. Level 1 (entry level) minimum weekly rate is \$764.70	- 20 year old <i>Level 1 Support Services</i> employee aged 20 years - \$688.23 (\$702.66)
LEGAL SERVICES AWARD 2010 [MA000116]	✗	Clause 15: Junior employees must be paid the following percentage of the appropriate wage rate in clause 14—Minimum wages. - 19 years – 80% (82.5%) - 20 years– 90% (97.7%)	Rates of pay for employees classified as being level 1-6 in cl 14 are above the NMW E.g. Level 1 (entry level) minimum rate per week=\$802.50	N/A
LOCAL GOVERNMENT INDUSTRY AWARD 2010 [MA000112]	✗	Clause 14.2: Junior employees will be paid the following percentage of the appropriate wage rate set out in clause 14.1 as follows: - 20 years– 95% (97.7%)	Rates of pay for employees classified as being level 1-11 in cl 14.1 are above the NMW E.g. Level 1 (entry level) minimum weekly rate is \$768.90	N/A
PASSENGER VEHICLE TRANSPORTATION AWARD 2010 [MA000063]	✗	Clause 14.2(a): The minimum rate to be paid to junior employees is as follows - 19 years – 80% (82.5%)	Rates of pay for employees classified as being level 1-6 in cl 14.1 are above the NMW. E.g. Level 1 (entry level) minimum weekly rate is\$775.80	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
PHARMACY INDUSTRY AWARD 2010 [MA000012]	✗	<p>Clause 18: <i>Junior wages (pharmacy assistants levels 1 and 2 only)</i></p> <p>An employer must pay an employee, who is classified as a pharmacy assistant level 1 or level 2 and aged as specified in column 1 of the table in clause 18.2 at least at the percentage specified in column 2 of the minimum wage that would be otherwise applicable under clause 17—</p> <p>Minimum weekly wages (clause 18.1).</p> <p>Clause 18.2:</p> <ul style="list-style-type: none"> - 19 years – 80% (82.5%) - 20 years– 90% (97.7%) 	<p>Rates of pay for Pharmacy Assistants classified as Level 1 and 2 in cl 17 are above the NMW.</p> <p>E.g. Pharmacy Assistants Level 1 and Level 2 minimum weekly rates are \$789.90 and \$808.70, respectively.</p>	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
REAL ESTATE INDUSTRY AWARD 2010 [MA000106]	✓	<p>Clause 14.4(a): Where the law permits junior employees to perform the work covered by this award they will be entitled to the percentage of the applicable adult minimum weekly wage for their classification, as set out below:.</p> <ul style="list-style-type: none"> - 18 years – 60% (68.3%) - 19 years – 70% (82.5%) - 20 years– 80% (97.7%) 	<p>Rates of pay for employees classified as being level 1-4 in cl 14.1 are above the NMW E.g. Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level (entry level) minimum rate per week=\$753.70</p>	<ul style="list-style-type: none"> - 18 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—first 12 months of employment at this level - \$452.22 (\$491.21) - 19 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—first 12 months of employment at this level - \$527.59 (\$593.34) - 20 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—first 12 months of employment at this level - \$602.96 (\$702.66) - 18 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—after first 12 months of employment at this level - \$477.3 (\$491.21) - 19 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—after first 12 months of employment at this level - \$556.85 (\$593.34) - 20 year old <i>Level 1 Real Estate Employee (Associate Level)</i>—after first 12 months of employment at this level - \$636.4 (\$702.66) - 19 year old <i>Level 2 Real Estate Employee (Representative Level)</i> - \$586.18 (\$593.34) - 20 year old <i>Level 2 Real Estate Employee (Representative Level)</i> - \$669.92 (\$702.66)

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
ROAD TRANSPORT AND DISTRIBUTION AWARD 2010 [MA000038]	✗	Clause 15.3(a)(i): (a) The minimum rate to be paid to junior employees is as follows: (ii) 19 years and under 20 years of age: 80% (82.5%) of the base wage payable to an adult for the class of work performed in the area in which it is performed as provided by clause 15.	Rates of pay for employees classified as being level 1-10 in cl 15.2 are all above the NMW E.g. Level 1 (entry level) minimum weekly rate is \$761.70	N/A
SUGAR INDUSTRY AWARD 2010 [MA000087]	✓	Clause 38.2: <i>Field Work</i> The minimum wage rate payable to juniors must be the following percentages of the minimum adult weekly wage rate corresponding to classification CP2 (Level 2). - 17 years – 56% (57.8%) - 18 years – 70% (82.5%) - 19 years – 70% (82.5%)	Rates of pay for Cultivation/Cane Production, Cane Haulage, Cane Harvesting and Cane Testers levels in cl 38.1 are all above the NMW E.g. CT1 (Level 1) (entry level) minimum weekly rate is \$721.10	- 19 year old (<i>all classifications</i>) - \$565.25 (\$593.34) -
SURVEYING AWARD 2010 [MA000066]	✗	Clause 15.2: The weekly rate for juniors is the appropriate percentage of the Level 10 rate in accordance with clause 15.1, as follows: - 17 years – 52% (57.8%) - 18 years – 62% (68.3%) - 19 years – 75% (82.5%) - 20 years – 88% (97.7%)	Rates of pay for Level 10 employee in cl 15.1 is above the NMW, being \$837.40 per week.	N/A
TEXTILE, CLOTHING, FOOTWEAR AND ASSOCIATED INDUSTRIES AWARD 2010 [MA000017]	✓	Clause 20.10(a): The weekly rate for juniors is the appropriate percentage of the Level 10 rate in accordance with clause 15.1, as follows: - 19 years – 80% (82.5%) - 20 years – 90 (97.7%)	Rates of pay for General Skill Level 2 employee in cl 20.1 is above the NMW, being \$768.30 per week.	- 20 year old <i>General Skill Level 2 employee</i> - \$691.47 (\$702.66)
TIMBER INDUSTRY AWARD 2010 [MA000071]	✓	Clause 17.7: Unapprenticed juniors calculated on the Award rate for Level 2 - 16 years – 40% (47.3%) - 17 years – 55% (57.8%)	Rates of pay for a Level 2 employee in cl 17.1 is above the NMW, being \$739.90 per week.	- 16 year old <i>Level 2 employee</i> - \$295.96 (\$340.18) - 17 year old <i>Level 2 employee</i> - \$406.95 (\$415.70)

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
WASTE MANAGEMENT AWARD 2010 [MA000043]	✗	Clause 19.2(a): The minimum wages to be paid to junior employees are the following percentages of the minimum wage for the relevant classification: - 19 years – 80% (82.5%)	Rates of pay for employees classified as being level 1-9 in cl 19.1 are above the NMW E.g. Level 1 (entry level) minimum weekly rate is \$761.70	N/A
WATER INDUSTRY AWARD 2010 [MA000113]	✗	Clause 15: Junior employees will be paid the following percentage of the appropriate weekly wage rate set out in clause 14— Minimum wages as follows: - 20 years– 95% (97.7%)	Rates of pay for employees classified as being level 1-10 in cl 14.1 are above the NMW E.g. Level 1 (entry level) minimum weekly rate is \$768.90	N/A

Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NMW3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3^{2,3}
WOOL STORAGE, SAMPLING AND TESTING AWARD 2010 [MA000044]	✓	<p>Clause 13.2: A junior employee will be entitled to the percentage of the applicable adult weekly wage (in the case of part-time or casual employees, the hourly rate) for their classification as set out in the table below:</p> <ul style="list-style-type: none"> - 19 years –80% (82.5%) - 20 years– 90% (97.7%) 	<p>Rates of pay for employees in the Wool Storage, Wool Testing and Skin and Hide Stores stream in cl 13.1 are above the NMW E.g. Wool Industry Worker Level 1 (Wool Storage) (entry level) minimum weekly rate is \$735.90</p>	<ul style="list-style-type: none"> - 19 year old <i>Wool Industry Worker Level 1 (Wool Storage)employee</i> - \$588.72 (\$593.34) - 20 year old <i>Wool Industry Worker Level 1 (Wool Storage)employee</i> - \$662.31 (\$702.66) - 20 year old <i>Wool Industry Worker Level 2 (Wool Storage)employee</i> - \$688.50 (\$702.66) - 20 year old <i>Wool Industry Worker Level 3 (Wool Storage)employee</i> - \$698.49 (\$702.66) - 19 year old <i>Wool Industry Worker Level 1 (Wool Testing)—First 3 months employee</i> - \$588.72 (\$593.34) - 20 year old <i>Wool Industry Worker Level 1 (Wool Testing)—First 3 months employee</i> - \$662.31 (\$702.66) - 20 year old <i>Wool Industry Worker Level 1 (Wool Testing)—After 3 months employee</i> - \$675.54 (\$702.66) - 20 year old <i>Wool Industry Worker Level 2 (Wool Testing)-</i> \$688.50 (\$702.66) - 20 year old <i>Wool Industry Worker Level 3 (Wool Testing)-</i> \$698.49 (\$702.66) - 19 year old <i>Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months</i> - \$588.72 (\$593.34) - 20 year old <i>Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months</i> - \$662.31 (\$702.66) - 20 year old <i>Wool Industry Worker Level 1 (Skin and Hide Stores)—After 3 months-</i> \$675.54 (\$702.66) - 20 year old <i>Wool Industry Worker Level 1 (Skin and Hide Stores)—After 12 months-</i> \$688.5 (\$702.66) - 20 year old <i>Wool Industry Worker Level 2 (Skin and Hide Stores)-</i> \$698.49 (\$702.66)
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Table 2:				
Modern Award	Award junior rate(s) of pay lower than those in special NMW3?	Percentage(s) of appropriate adult minimum wage rate in modern award that is lower than in the special NWM3¹	Appropriate adult weekly/hourly minimum wage rate from modern award (all classifications receive a minimum wage above the NMW)	Instances where junior rates in award fall below special NMW3 ^{2,3}
¹ Percentages in blue font represent the percentage of the appropriate adult minimum wage rate in Special NMW3 for the comparable age group. ² Dollar figures in blue font represent the junior minimum hourly or weekly rate according to the Special NMW3 for the comparable age group. ³ Dollar figures rounded to the nearest 2 decimal places.				