

The National Minimum Wage Increase

The quick version, effective 1 July 2026

From 1 July 2026, minimum wages increased.

Award wages rose by 4.75% and National Minimum wage rose by 5.97%

PER HOUR

~~was \$24.95~~

\$26.44

NOW

PER WEEK (38 HRS)

~~was \$948.00~~

\$1,004.90

NOW

PER YEAR

~~was \$49,296.00~~

\$52,254.80

NOW

Casual loading: All casuals get a 25% loading on the award rate / minimum rate

WHEN IT KICKS IN

The new rates start from your first full pay period on or after 1 July, not necessarily 1 July itself. If your pay cycle runs from the 15th, for example, the new rates apply from 15 July.

REALITY CHECK

Already paying above award? Don't assume a blanket policy covers everyone. The 4.75% increase may push some classifications past what you currently pay, check each one.

WHAT TO DO BEFORE YOUR NEXT PAY RUN

- Identify which awards cover your team
- Check current rates against the new minimums, classification by classification
- Check contracts and enterprise agreements for above-award or base rate clauses
- Update payroll from your first full pay period on or after 1 July
- Review junior and apprentice rates separately

Want the full breakdown? Download our complete 8-page Minimum Wage Increase Factsheet in the blog >

We're here to help – 03 9590 0844