

# Annual Minimum Wage Increase

Effective 1 July 2025



The Fair Work Commission has announced a 3.5% increase to the National Minimum Wage and minimum award wages following the 2024–25 Annual Wage Review.

**From 1 July 2025, the new National Minimum Wage will be:**

- **\$948.00 per week (full-time)**
- **\$24.95 per hour**

This increase applies to all minimum pay rates under the Pastoral Award and other modern awards.

## What Employers Need to Do

From the first full pay period on or after 1 July 2025, you must:

- Ensure all employees are paid at or above the new minimum wage or their applicable Farm and Livestock Hand (FLH) Level
- Update payroll systems, employment contracts, and individual flexibility agreements to reflect the new rates
- Review and adjust allowances, penalty rates, deductions, and any other amounts linked to base pay

**Tip: It's not just the hourly rate that changes—other payments based on it will also need to be updated.**

## Final Checks

- Make sure your payroll software is up to date. If not, update the rates manually
- Take this opportunity to check in with your staff and ensure their contact and payroll details are current

## Superannuation

The superannuation guarantee rate will rise to 12% from 1 July 2025. This rate must be applied to ordinary time earnings for all salary and wages paid to eligible workers on or after 1 July, even if some of the work was performed before that date. ■ ■