



Employment Law

Important changes taking effect from 1 July 2021

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|------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| Unfair Dismissal | |
| High income threshold for making unfair dismissal application | \$158,500 |
| Maximum compensation that can be awarded in an unfair dismissal claim lodged after 1 July 2021 | \$79,250 |
| Fair Work Commission | |
| Fair Work Commission filing fee (unfair dismissal, general protections and anti-bullying) | \$74.90 |
| Minimum Wages | |
| | Increase by 2.5% |
| National Minimum Wage | \$772.60 per week or \$20.33 per hour |
| | Dates on which wage increases take effect: |
| National Minimum Wage | 1 July 2021 |
| General Retail Industry Award | 1 September 2021 |
| Awards listed in paragraph [298] of the Annual Wage Review 2020-21 decision | 1 November 2021 |
| Other modern awards | 1 July 2021 |
| Superannuation | |
| Superannuation guarantee contribution | 10% of ordinary time earnings |
| Genuine redundancy payments | |
| Tax-free component | \$11,341 + \$5,672 for each completed year of service |

For a more detailed explanation of the changes, please click [here](#).