

Tuesday, July 1, 2025

Don't miss out: millions of workers set for pay boost from July 1

Higher wages and improved workplace rights will come into effect from today – but the ACTU warns that one in ten workers may miss out unless they check their pay slips.

Around 3 million Australian workers will receive a 3.5 per cent pay rise from their next full pay period after July 1, following the Fair Work Commission's decision in June to lift minimum and award wages by 3.5 per cent.

The pay rise represents a real wage increase for workers employed in sectors including accommodation and food services, community & disability support, aged and childcare, retail, arts, administration, recreation and health care. For full-time workers, this wage rise will deliver thousands more to their annual income.

Analysis of ABS data reveals that 9.7 per cent of employees on adult rates were paid at or below the legal minimum wage in 2024. While employee misreporting – such as quoting after-tax pay – may contribute to this figure, the ACTU urges all workers to check their pay slips after July 1 to ensure they receive the pay and entitlements they are legally owed.

From today, the Superannuation Guarantee rate rises from 11.5 to 12 per cent. Paid Parental Leave also increases from 22 to 24 weeks, and for the first time, superannuation will be paid on Commonwealth Paid Parental Leave.

Eligible students undertaking mandatory placements in teaching, nursing, midwifery and social work can also now access the new Commonwealth Prac Payment. The \$331.65 weekly payment is designed to financially support students to complete their studies and enter the workforce.

Quotes attributable to ACTU Secretary, Sally McManus:

“Higher wages, paid placements, more parental leave, and a boost to super – from today, this will be a reality for millions of working people.

“No worker should miss out on money they are legally entitled to, but the data shows that one in ten adult workers are receiving at or below the legal minimum.

“That's why we are urging all Australians to check their pay and contact their union if they feel something is off.

“A real wage increase for 3 million workers will make an important difference to working people's lives. Pay increases were fought for by unions, as was the payment of super on parental leave and the extra two weeks. We have also finally reached 12 per cent superannuation, which was bought about because of the partnership between the ACTU and Labor Governments.”

ENDS

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