



# Western Australian minimum wage rates 2012-2019

WA minimum conditions of employment

## About this document

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This document provides information on minimum rates of pay from previous years. These minimum rates of pay applied to award free employees.

If the relevant employee was covered by a WA award, please check the previous award rates. The 2015 - 2019 WA award summaries are available on the Wageline website, and copies of previous versions of all WA awards are on the Western Australian Industrial Relations Commission website [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au) Wageline can also assist with previous pay rates, contact Wageline on 1300 655 266.

This document is formatted for viewing on the Wageline website and contains web links to other relevant information. If you are using a printed copy in which links are not visible, all additional information can be found at [www.dmirs.wa.gov.au/wageline](http://www.dmirs.wa.gov.au/wageline) or by contacting Wageline on 1300 655 266.

**How can  
we help?**





## Three Step Check: to make sure this information is relevant to you

<p><b>Step 1</b> Is the business in the state system?</p>	<p>This information applies to businesses in the <b>state industrial relations system</b>. It covers businesses which operate as:</p> <ul style="list-style-type: none"><li>✓ <b>sole traders</b> (e.g. Jane Smith trading as Jane’s Beauty Salon),</li><li>✓ <b>unincorporated partnerships</b> (e.g. Jane and Bob Smith trading as Jane’s Beauty Salon),</li><li>✓ <b>unincorporated trust arrangements</b> (e.g. Jane and Bob Smith as trustees for Jane’s Beauty Salon).</li><li>✓ <b>incorporated associations and other non-profit bodies</b> that are not trading or financial corporations</li></ul> <p>This information does <b>not</b> cover businesses and organisations in the national system which operate as:</p> <ul style="list-style-type: none"><li>✗ <b>Pty Ltd businesses</b> that are trading or financial corporations</li><li>✗ <b>incorporated partnerships or incorporated trusts</b></li><li>✗ <b>incorporated associations and other non-profit bodies</b> that are trading or financial corporations.</li></ul> <p>For more information visit the <a href="#">Guide to who is in the WA state system</a> page. If the business or organisation is in the national system visit the Fair Work Ombudsman website <a href="http://www.fairwork.gov.au">www.fairwork.gov.au</a></p>
<p><b>Step 2</b> Check whether the employee is award free</p>	<p>WA awards set minimum pay rates and employment conditions for specific industries or occupations. If an award applies, it is unlawful to pay rates less than those in the applicable WA award.</p> <p>Check whether an award applies to the employees in a particular businesses by contacting <b>Wageline on 1300 655 266</b>.</p> <p>If no WA award applies, the minimum rates for award free employees listed below will apply.</p>
<p><b>Step 3</b> Check whether the employee is excluded</p>	<p>Exclusions apply from the minimum rates of pay for the following groups:</p> <ul style="list-style-type: none"><li>✗ people engaged in providing domestic service, including in-home care, in a private home, where employed directly by the owner or occupier of the home</li><li>✗ volunteers</li><li>✗ people who receive a disability support pension and are supported by a supported employment service</li><li>✗ people paid wholly by commission or piece rates</li><li>✗ people appointed as national trust wardens.</li></ul>



## Previous rates of pay for award free employees

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All rates of pay are gross rates (before tax).

### Minimum rates of pay effective from the first pay period on or after **1 July 2019**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$746.90	\$19.66	\$23.59
20 years	\$672.30	\$17.69	\$21.23
19 years	\$597.60	\$15.73	\$18.87
18 years	\$522.90	\$13.76	\$16.51
17 years	\$448.20	\$11.79	\$14.15
16 years	\$373.50	\$9.83	\$11.79
Under 16 years	\$298.80	\$7.86	\$9.44

### Minimum rates of pay effective from the first pay period on or after **1 July 2018**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$726.90	\$19.13	\$22.95
20 years	\$654.30	\$17.22	\$20.66
19 years	\$581.60	\$15.31	\$18.37
18 years	\$508.90	\$13.39	\$16.07
17 years	\$436.20	\$11.48	\$13.77
16 years	\$363.50	\$9.57	\$11.48
Under 16 years	\$290.80	\$7.65	\$9.18

### Minimum rates of pay effective from the first pay period on or after **1 July 2017**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$708.90	\$18.66	\$22.39
20 years	\$638.10	\$16.79	\$20.15
19 years	\$567.20	\$14.93	\$17.91
18 years	\$496.30	\$13.06	\$15.67
17 years	\$425.40	\$11.19	\$13.43
16 years	\$354.50	\$9.33	\$11.19
Under 16 years	\$283.60	\$7.46	\$8.96

Minimum rates of pay effective from the first pay period on or after **1 July 2016**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$692.90	\$18.23	\$21.88
20 years	\$623.70	\$16.41	\$19.70
19 years	\$554.40	\$14.59	\$17.51
18 years	\$485.10	\$12.77	\$15.32
17 years	\$415.80	\$10.94	\$13.13
16 years	\$346.50	\$9.12	\$10.94
Under 16 years	\$277.20	\$7.29	\$8.75

Minimum rates of pay effective from the first pay period on or after **1 July 2015**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$679.90	\$17.89	\$21.47
20 years	\$612.00	\$16.11	\$19.33
19 years	\$544.00	\$14.32	\$17.18
18 years	\$476.00	\$12.53	\$15.03
17 years	\$408.00	\$10.74	\$12.88
Under 16 years	\$340.00	\$8.95	\$10.74
	\$272.00	\$7.16	\$8.59

Minimum rates of pay effective the first pay period on or after **1 July 2014**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$665.90	\$17.52	\$21.03
20 years	\$599.40	\$15.77	\$18.93
19 years	\$532.80	\$14.02	\$16.83
18 years	\$466.20	\$12.27	\$14.72
17 years	\$399.60	\$10.52	\$12.62
Under 16 years	\$333.00	\$8.76	\$10.52

Minimum rates of pay effective from the first pay period on or after **1 July 2013**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$645.90	\$17.00	\$20.40
20 years	\$581.30	\$15.30	\$18.36
19 years	\$516.70	\$13.60	\$16.32
18 years	\$452.10	\$11.90	\$14.28
17 years	\$387.50	\$10.20	\$12.24
Under 16 years	\$323.00	\$8.50	\$10.20

Minimum rates of pay effective from the first pay period on or after **1 July 2012**

<b>Classification</b>	<b>Weekly</b>	<b>Hourly</b> (full time and part time)	<b>Casual</b> (includes 20% loading)
Adult	\$627.70	\$16.52	\$19.82
20 years	\$565.00	\$14.87	\$17.84
19 years	\$502.20	\$13.22	\$15.86
18 years	\$439.40	\$11.56	\$13.88
17 years	\$376.70	\$9.91	\$11.90
Under 16 years	\$313.90	\$8.26	\$9.91

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