

## Pay and leave during coronavirus

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### Annual Wage Review 2020 – 1 November increase

Minimum wages in the next group of awards increase from 1 November. The Fair Work Commission has announced they will be issuing the updated Group 2 awards on 31 October 2020. If you're covered by one of the awards in Group 2, it may impact your minimum pay rates from this date.

Find out which awards are in Group 2 and if it affects you at [The Commission has announced a 1.75% increase to minimum wages \(https://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/the-commission-has-announced-a-1-75-increase-to-minimum-wages\)](https://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/the-commission-has-announced-a-1-75-increase-to-minimum-wages) .

This section has information about pay and leave entitlements during coronavirus, including information about recent changes to help workplaces manage the impacts of coronavirus.

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- [Quarantine and self-isolation: pay and leave options \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/quarantine-self-isolation\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/quarantine-self-isolation)
- [Annual leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/annual-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/annual-leave)
- [Sick and carer's leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/sick-and-carer-s-leave/sick-and-carers-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/sick-and-carer-s-leave/sick-and-carers-leave)
- [Other paid leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/other-paid-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/other-paid-leave)
- [Unpaid leave. \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/unpaid-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/unpaid-leave)

## Pay and entitlement changes during coronavirus

To help manage the impact of coronavirus, there have been changes to some employees' pay and leave entitlements. These include the introduction of:

- [JobKeeper scheme - overview \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/)
- [unpaid pandemic leave and annual leave at half pay in most awards \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus/unpaid-pandemic-leave-annual-leave-changes-in-awards\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus/unpaid-pandemic-leave-annual-leave-changes-in-awards)
- [award flexibility provisions in some awards \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/temporary-changes-to-workplace-laws-during-coronavirus) .

These changes don't affect every workplace. Employers and employees can still access their existing pay and leave entitlements and conditions under the National Employment Standards (NES), applicable award, enterprise agreement, contract or workplace policy.

In this section, read more about:

- [JobKeeper scheme - overview \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/jobkeeper-wage-subsidy-scheme/)
- [Annual leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/annual-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/annual-leave)
- [Sick and carer's leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/sick-and-carer-s-leave/sick-and-carers-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/sick-and-carer-s-leave/sick-and-carers-leave)
- [Other paid leave \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/other-paid-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/other-paid-leave)
- [Unpaid leave. \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/unpaid-leave\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/unpaid-leave)

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## Border closures: pay and leave options

During the coronavirus outbreak, some Australian state and territory borders may be temporarily closed to slow the spread of coronavirus.

While a border closure is in place, some residents of affected states or territories may not be able to attend work as usual.

If you're an employer or employee affected by the border closure, the information on the following pages will help you understand your entitlements and obligations and help you make alternative arrangements.

Importantly, if you can't attend work because of an enforceable government direction, including where this limits travel (or crossing state borders), you should contact your employer immediately to discuss your leave or flexible working options.

For all employers and employees:

- [Alternative working arrangements during coronavirus \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-work-arrangements-during-coronavirus\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/alternative-work-arrangements-during-coronavirus) – including working from home
- [Quarantine and self-isolation: pay and leave options \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/quarantine-self-isolation\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/pay-and-leave-during-coronavirus/quarantine-self-isolation)
- [Work-related travel during coronavirus \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/health-and-safety-in-the-workplace-during-coronavirus/work-related-travel-during-coronavirus\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/health-and-safety-in-the-workplace-during-coronavirus/work-related-travel-during-coronavirus)
- [Stand down during coronavirus \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/stand-down-during-coronavirus\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/stand-down-during-coronavirus) .

For the latest coronavirus news, updates and advice from government agencies across Australia visit [Australia.gov.au](https://www.australia.gov.au/) (<https://www.australia.gov.au/>) .

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## Pay and leave tools

We have tools to help you calculate pay and leave entitlements:

- [Find my award \(https://www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/\)](https://www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/) - check what award you're covered by
- [Pay Calculator \(https://calculate.fairwork.gov.au/FindYourAward\)](https://calculate.fairwork.gov.au/FindYourAward) - get minimum rates of pay for your award
- [Leave Calculator \(https://calculate.fairwork.gov.au/Leave\)](https://calculate.fairwork.gov.au/Leave) - calculate annual leave
- [Email updates \(https://www.fairwork.gov.au/Website-information/staying-up-to-date/subscribe-to-email-updates\)](https://www.fairwork.gov.au/Website-information/staying-up-to-date/subscribe-to-email-updates) – sign up and get updates when things change for pay and leave in your award or industry.

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## Resolving workplace issues

For information about resolving workplace issues related to pay or leave entitlements, see [Resolving workplace issues during coronavirus \(www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/contact-us/resolving-workplace-issues-during-coronavirus/\)](http://www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/contact-us/resolving-workplace-issues-during-coronavirus/) page.

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## Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.

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