

## 1 July 2014 Relevant Information for Legal Sector HR Practitioners

---

### Legal Services Award Minimum Rate Rise

New minimum rates for the Legal Services Award (See attached spreadsheet “Legal Services Award - Annual Minimum Wages with 1 July 2014 Wage Rise”). Transitional rates no longer apply to any wage rates.

The minimum weekly pay rate for law graduates undertaking a traineeship is now \$861.30 for a 38 hour working week and this is an annual minimum of \$ 49,654.33 (including leave loading and 9.5% superannuation).

For further information, the Legal Services Award can be found at [http://www.fwc.gov.au/documents/modern\\_awards/award/MA000116/default.htm](http://www.fwc.gov.au/documents/modern_awards/award/MA000116/default.htm)

### New National Minimum Pay Rate

Award free adult employees must be paid a minimum of \$640.90 per week or \$16.87 per hour. For further information please visit <http://www.fairwork.gov.au/media-centre/latest-news/2014/06/pages/get-set-for-a-3-wage-increase>

### High Income Threshold for 2014/2015

From 1 July 2014 the high income threshold increases to \$133,000 meaning employees who are Award free and earning less than this can make unfair dismissal claims. The high income threshold does not include the compulsory 9.5% superannuation. The compensation limit under unfair dismissal is 26 weeks and the maximum increases to \$66,500.

For further information please visit <http://www.fairwork.gov.au/media-centre/latest-news/2014/06/pages/high-income-threshold-rises-to-133-000>

### Tax Free Threshold for Redundancy Payments and Early Retirement Schemes

These rates have increased from 1 July 2014 to \$ 9,514 plus \$4,758 for each year of completed service. For further information please visit <https://www.ato.gov.au/rates/key-superannuation-rates-and-thresholds/?page=18>

### Superannuation

This Superannuation Guarantee Levy has increased to a minimum of 9.50% for employees. For further information please visit <https://www.ato.gov.au/rates/key-superannuation-rates-and-thresholds/?page=20>

***Disclaimer: Information provided here is intended to be of a general nature. No reader should rely on it without seeking expert HR and/or legal advice.***