

Factsheet Five

Pay

Rates of Pay

Your rate of pay may be set by a Modern Award, or your employment contract. If you are not covered by a Modern Award or Enterprise Agreement, you must be paid at least the National Minimum Wage.

National Minimum Wage

From 1 July 2026, the National Minimum Wage is \$ 1,004.90 per week (based on a 38-hour week) or \$26.44 per hour. If you have an employment contract, it may provide for a higher rate of pay than the minimum.

Casual employees are generally entitled to a 25% casual loading in addition to their base hourly rate, unless a Modern Award, Enterprise Agreement or contract provides otherwise. Casual loading is reviewed annually.

Pay increases

Your pay may increase if:

- you receive a promotion;
- you move to a higher aged-based pay rate (for example when you become an adult under your Award);
- you progress to the next year of an apprentice or traineeship;
- you advance within your classification based on years of service;
- your Enterprise Agreement or Modern Award provides for wage increases;
- the Fair Work Commission increases minimum wages; or
- your employment contract provides for salary or performance reviews.

If you do not receive a pay increase believe you are entitled to, you may have been underpaid.

As superannuation is calculated as a percentage of your ordinary earnings, your employer's super contributions should also increase when your ordinary pay increases.

Pay slips

Your employer must provide you with a pay slip within one working day of being paid, whether electronically or in hard copy.

A pay slip must include:

- your name;
- your employer's name and ABN if they have one;
- the payment date and pay period;
- your hourly rate, hours worked and amounts paid;
- your gross and net pay;
- any bonuses, loadings, allowances, penalty rates or other separately identifiable entitlements;
- deductions from your gross pay including tax and superannuation, and the name of the super fund and;
- if you are paid an annual salary, your salary rate as at the last day of the pay period.

If your employer reports through Single Touch Payroll (STP), your income statement will be available through your Australian Taxation Office online account after the end of each financial year. Employers are no longer required to provide digital or paper summaries where STP reporting applies.

Underpayment of wages

If you think you have been underpaid, raise the issue with your employer first. If the matter is not resolved, contact the NT Working Women's Centre for assistance. You may also be able to lodge a complaint with the Fair Work Ombudsman. In most cases, wage underpayment claims can be pursued within 6 years of the underpayment occurring.

Overpayment of wages

Sometimes employers accidentally overpay wages or other employment entitlements.

Where this happens, employers and employees are encouraged to reach an agreement about how the overpayment will be paid, whether in a lump sum or by installments.

If an agreement cannot be reached, an employer may seek to recover the overpayment through the courts. An employer must show the overpayment resulted from a genuine mistake, such as a payroll or clerical error.

If an employer deliberately paid an amount and later simply changed their mind, they cannot recover money unless the employee agrees to repay it.

Trial periods

You should be paid for any work you perform, including work undertaken during training or a trial period.

A work trial may be unpaid only where it is genuinely necessary to assess your suitability for a vacant position and:

- involves no more than demonstrating those skills required for the role;
- lasts only as long as reasonably necessary to assess those skills (which may range from about an hour to one shift, depending on the job); and
- is conducted under direct supervision of the prospective employer or another appropriate person.

Junior rates

Employees under 21 years of age, may be paid a junior rate of pay where permitted by your relevant Modern Award, Enterprise Agreement or employment contract. Junior rates are usually calculated as a percentage of the relevant adult wage and vary between industries.

If your Award, Enterprise Agreement or contract does not provide for junior rates, you should be paid the applicable adult rate.

Trainees and apprentices

Trainees and apprentices are employed under a training contract for a fixed period of 6 to 48 months (full-time duration), with a probation period of up to 6 months, depending on the vocation.

Training contracts may be part-time, full-time or school based. The employer must provide opportunities to complete the required training, whether on or off the job.

Trainees and apprentices should not generally be employed as casual employees and, unless a Modern Award provides otherwise, must be paid for time spent undertaking required training.

Wages for people with a disability

Some employees with a disability may be paid under a productivity-based wage assessment where permitted by law.

These wages are usually calculated by applying an assessed productivity percentage to the minimum wage. Eligibility and assessment requirements depend on the applicable industrial instrument and legislative framework. An expert panel of the Fair Work Commission reviews disability wages each year for those employees who are not covered by a Modern Award or Enterprise Agreement.

If you are unsure whether these arrangements apply to you, seek advice from your employer, union, or the NT Working Women's Centre.

Where can I get more help?

NT Working Women's Centre
Ph: 1800 817 055
www.ntwwc.com.au

Your Union
Unions NT
Ph: 8941 0001
www.unionsnt.com.au

NT Anti-Discrimination
Commission
Ph: 1800 813 846
adc.nt.gov.au

Australian Human Rights Commission Ph: 1300 656 419 www.humanrights.gov.au	Fair Work Ombudsman Ph: 13 13 94 www.fairwork.gov.au	Fair Work Commission Ph: 1300 799 675 fwc.gov.au
NT Police Ph: (emergency) 000 If calling from a mobile: 112 For non-emergency crime incidents and general enquiries: 131 444	Office of the Commissioner of Public Employment (OCPE) Promotion Appeal and Grievance Reviews Unit Ph: 8999 4129 www.ocpe.nt.gov.au	NT WorkSafe Ph: 1800 019 115 www.worksafe.nt.gov.au
Your HR Department Check grievance procedures in the workplace. This will tell you who to complain to and how to do it.	Aboriginal Interpreter Service Ph: 1800 334 944 www.ais.nt.gov.au	To access an interpreter Interpreting and Translating Service NT Ph: 1800 676 254 www.itsnt.nt.gov.au/

The NT Working Women's Centre (NTWWC) provides free and confidential information, advice and assistance to women about work. The information, opinions and advice contained have been prepared with due care and are believed to be correct at the time of publication. NTWWC expressly disclaim any liability whatsoever to any person who suffers any loss arising from the contents of, errors in, or omissions from this publication. This Factsheet is not intended as a substitute for legal advice. Please seek advice for further information about your situation. July 2026.