



Modern Awards – In depth

Sarah: “The modern awards cover most employees in the national workplace relations system from January 1, 2010.”

Tom: “I used to be covered by the *Retail, Wholesale and Distributive Employees* award, but now that’s been replaced by a national modern award for the Retail Industry. So it’s important that Sarah and I understand the changes. If you’ve previously been covered by an award, then there’s a good chance you’re covered by one of the modern awards, and that means a change to your minimum entitlements.”

Sarah: “Managers or higher-income employees may not be covered by a modern award, even if one applies to their industry.”

Sarah: “The modern awards take effect from January 1, 2010, however transitional arrangements will apply to many awards, to allow pay-related changes to be phased in over a five-year period. These changes in wages, loadings and penalty rates can be phased in from July 1, 2010.”

Sarah: “Generally, all other entitlements under the modern awards apply from January 1, 2010.”

Tom: “Check your modern award for information on how to phase-in. Or call the Fair Work Infoline on 13 13 94.”