

Changes to awards in 2020

The Fair Work Commission (the Commission) have been [reviewing all modern awards \(https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review\)](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review) since 2014, as part of the 4-yearly review of modern awards. During this process, they've clarified how some award clauses work and changed other clauses.

On 2 September 2019, the Commission issued a [decision \(https://www.fwc.gov.au/documents/sites/awardsmodernfouryr/2019fwcfb6077.pdf\)](https://www.fwc.gov.au/documents/sites/awardsmodernfouryr/2019fwcfb6077.pdf) that they're finalising the review and will release the new versions of the awards in 3 groups ('tranches').

The first tranche of awards apply from the first full pay period on or after 4 February 2020.

So, if your pay week is from Monday to Sunday, the new awards take effect from Monday 10 February 2020.

While the review is finishing up, there may be further changes to the awards later on. If you're signed up for our email updates, we'll keep you informed about any further changes.

Find out:

- [what you should do](#)
- [what's changing](#)
- [when your award is changing](#)
- [where to find more information.](#)

What do I need to do?

You can find copies of the tranche 1 awards on the Commission's [Modern award list \(https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list\)](https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list) to see what the changes are.

Otherwise, you don't need to do anything yet.

If you're not already signed up to get our email updates, you can [subscribe now \(https://www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates\)](https://www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates) and we'll let you know when your award is changing.

If you're an employer or manager, every award requires that you make a copy of the award (or awards if more than one applies to your employees) available to your staff on a noticeboard or through accessible electronic means. You'll need to make sure this is updated when the new award starts applying.

What's changing?

For most awards, the biggest change is to the layout and the language. This will mean that your award should be simpler and easier to understand. The rules and entitlements in your award probably won't change significantly.

The Commission have made changes to awards over the last few years. During this time we've updated our website and tools, and sent emails to subscribers about significant changes. So, most of the big changes are already in your current award.

If you're signed up for our email updates, we'll send you information about any significant changes to your award.

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When is my award changing?

The first tranche of awards apply from the first full pay period on or after 4 February 2020. The Commission will release the remaining awards once they're finalised.

The following table lists the awards in each tranche.

Tranche 1	Tranche 2	Tranche 3
Aluminium Industry Award	Aboriginal Health Award	Aircraft Cabin Crew Award
Ambulance Award	Airline Ground Staff Award	Amusement Award

Animal and Veterinary Services Award	Air Pilots Award	Broadcasting Award
Aquaculture Award	Airport Award	Black Coal Award
Banking, Finance and Insurance Award	Alpine Resorts Award	Building and Construction Award
Book Award	Architects Award	Business Equipment Award
Car Parking Award	Asphalt Award	Dredging Award
Cement, Lime and Quarrying Award	Cleaning Award	Teachers Award
Cemetery Award	Clerks Award	Electrical Award
Coal Export Terminals Award	Commercial Sales Award	Fitness Award
Corrections and Detention Award	Concrete Products Award	Food and Beverage Manufacturing Award
Cotton Ginning Award	Contract Call Centres Award	Funeral Award
Electrical Power Industry Award	Dry Cleaning and Laundry Award	Retail Award
Fire Fighting Award	Educational Services (Schools) General Staff Award	Graphic Arts Award
Gardening and Landscaping Award	Educational Services (Post-Secondary) Award	Health Services Award
Hydrocarbons (Upstream) Award	Gas Award	Horse and Greyhound Award
Legal Award	Higher Education Academic Staff Award	Horticulture Award
Market and Social Research Award	Higher Education General Staff Award	Journalists Award
Medical Practitioners Award	Hospitality Award	Joinery Award
Mining Award	Hydrocarbons Field Geologists Award	Live Performance Award
Nursery Award	Labour Market Assistance Award	Marine Towage Award
Oil Refining and Manufacturing Award	Local Government Award	Marine Tourism and Charter Vessels Award
Pharmacy Award	Models Award	Mobile Crane Hiring Award
Port Authorities Award	Manufacturing Award	Nurses Award
Premixed Concrete Award	Offshore Oil and Gas Award	Miscellaneous Award
Racing Ground Maintenance Award	Meat Award	Plumbing Award
Real Estate Award	Pastoral Award	Ports, Harbours and Enclosed Water Vessels Award
Salt Award	Passenger Vehicle Award	Pest Control Award
Seafood Award	Pharmaceutical Award	Professional Award
Silviculture Award	Poultry Award	Racing Clubs Events Award
Sporting Organisations Award	Professional Diving (Industrial) Award	Registered Clubs Award
State Government Agencies Award	Professional Diving (Recreational) Award	Seagoing Award
Surveying Award	Rail Award	Security Award
Travelling Shows Award	Restaurant Award	Sugar Award
Water Award	Road Transport (Long Distance) Award	Supported Employment Services Award
Wool Award	Road Transport Award	Telecommunications Award

	Stevedoring Award	Textile and Clothing Award
	Storage and Wholesale Award	Timber Award
	Transport (Cash) Award	Wine Award
	Vehicle Award	
	Waste Award	

The Commission is finalising a plain language redraft for the following awards:

- Fast Food Award
- Hair and Beauty Award
- Aged Care Award
- Social and Community Services Award
- Children's Services Award.

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Merging of the Quarrying Award and the Cement and Lime Award

All of the Quarrying Award's terms and conditions are moving into the Cement and Lime Award and will now be called the Cement, Lime and Quarrying Award [MA000055]. This is effective from 4 February 2020 and you'll be able to access updated information through our [online pay and conditions tool \(PACT\)](https://calculate.fairwork.gov.au/findyouraward) [☞](https://calculate.fairwork.gov.au/findyouraward).

More information

Visit the Commission's website (<https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review>) [☞](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review) for more information about their review of modern awards.

You can find a copy of the tranche 1 awards on the Commission's [Modern award list](https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list) (<https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list>) [☞](https://www.fwc.gov.au/awards-and-agreements/awards/modern-awards/modern-awards-list).

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What to do next:

- [Sign up for our email updates](http://www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates) (www.fairwork.gov.au/website-information/staying-up-to-date/subscribe-to-email-updates)
- If you're not sure which award applies to you or your employees, you can use [Find my award](http://www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/) (www.fairwork.gov.au/awards-and-agreements/awards/find-my-award/)
- Use [PACT](https://calculate.fairwork.gov.au/findyouraward) [☞](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>) to calculate minimum wages and find other award conditions.

Help for small business

- Find tools, resources and information you might need on our [Small business page](http://www.fairwork.gov.au/Find-help-for/Small-business/default) (www.fairwork.gov.au/Find-help-for/Small-business/default) .

You might also be interested in:

- The Commission's [4 yearly review](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review) [☞](https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review) (<https://www.fwc.gov.au/awards-agreements/awards/modern-award-reviews/4-yearly-review>)
- Our [pay calculator](https://calculate.fairwork.gov.au/findyouraward) [☞](https://calculate.fairwork.gov.au/findyouraward) (<https://calculate.fairwork.gov.au/findyouraward>)
- [The Fair Work system](https://www.fairwork.gov.au/About-us/Legislation/The-Fair-Work-system/default) (<https://www.fairwork.gov.au/About-us/Legislation/The-Fair-Work-system/default>)
- [Modern awards fact sheet](https://www.fairwork.gov.au/How-we-will-help/templates-and-guides/Fact-sheets/Minimum-workplace-entitlements/modern-awards) (<https://www.fairwork.gov.au/How-we-will-help/templates-and-guides/Fact-sheets/Minimum-workplace-entitlements/modern-awards>) .

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Contact us

Fair Work Online: 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**

