

What is a “junior employee”? How do I pay them?

A junior employee is an employee who is aged under 21 years of age. They are paid a percentage of the adult full-time wage depending on their age. Their rate of pay must increase from their first pay period after their birthday.

Under the **Real Estate Industry Award 2010**, junior employees must be paid the following percentage of the appropriate adult rate for their classification.

AGE	% of weekly rate of pay
At 18 years of age	60
At 19 years of age	70
At 20 years of age	80
At 21 years of age	100

Under the **Clerks – Private Sector Award 2010**, junior employees must be paid the following percentage of the appropriate adult rate for their classification.

AGE	% of weekly rate of pay
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

References:

- Real Estate Industry Award 2010 – clause 14.3 (Junior employees)
- Clerks – Private Sector Award 2010 – clause 18 (Juniors)