

Financial Threshold	2024/2025 Financial Year (AU\$)	2025/2026 Financial Year (AU\$)
National Minimum Wage (Before Statutory Superannuation)	\$915.90 per week. \$24.10 per hour.	\$947.95 per week. \$24.94 per hour.
Minimum Award Free Casual Wage	\$30.12 per hour.	\$31.18 per hour.
High Income Threshold (Unfair Dismissal Application / Guarantee of Annual Income)	\$175,000 per annum.	\$183,100 per annum
Maximum Compensation for Unfair Dismissal Applications*	\$87,500	\$91,550
Annual Superannuation Guarantee Contribution	11.50% Maximum contribution base of \$260,280 per annum or \$65,070 per quarter	12% Maximum contribution base of \$250,000 per annum or \$62,500 per quarter
Tax Free Genuine Redundancy Payments	\$12,524 base. \$6,264 per completed year of service. No change in the taxation amount (see table below).	\$13,100 base. \$6,552 per completed year of service. No change in the taxation amount (see table below).
Employment Termination Payment (ETP) Cap	\$245,000	\$260,000

* The compensation cap for Unfair Dismissal is **the lower of** half the employee's annual wage and half of the High Income Threshold.

Taxation of ETP Payments	Employee	Up to ETP cap of AU\$260,000	Over the ETP cap
2025/2026 Financial Year	Under preservation age	32%	47%
	Preservation age or over	17%	47%

Penalties for Corporations under the *Fair Work Act*

Relevant provisions of <i>Fair Work Act</i>	Penalty Units	2025/2026 Financial Year (AU\$)
General civil remedy provisions for certain breaches of the <i>Fair Work Act</i> including breaches of the general protections, right of entry, stand down, unfair termination provisions and more.	Up to 300 penalty units	Maximum penalty of \$99,000 per breach
Selected civil remedy provisions including breaches of the National Employment Standards, modern awards, enterprise agreements, workplace determinations, national minimum wage orders, record-keeping, underpayments, pay slip requirements, misrepresentations of independent contracting and more.	Up to 1,500 penalty units	Maximum penalty of \$495,000 per breach
Serious Contraventions occur if a relevant civil remedy provision has been either knowingly or recklessly contravened. This includes where a body corporate expressly, tacitly or impliedly authorised a serious contravention.	Up to 15,000 penalty units	Maximum penalty of \$4,950,000 per breach