

**Submission by:** [Name not published]

**Submission date:** Wednesday, 4 April 2018 11:29 AM

Criteria — (Current Minimum Wage - \$708.90)

1. ensure that Western Australians have a system of fair wages and conditions of employment; and
2. meet the needs of the low paid; and
3. provide fair wage standards in the context of living standards generally prevailing in the community; and
4. contribute to improved living standards for employees; and
5. protect employees who may be unable to reach an industrial agreement; and
6. encourage ongoing skills development; and
7. provide equal remuneration for men and women for work of equal or comparable value.

In considering the above criteria and the current minimum wage, it is my submission that it is too low by contemporary standards given the current costs of living and is by all intention purposes at poverty levels, and is not a fair and equitable level of income and does not meet the needs of the low paid.

The minimum wage falls well below any annual wage increases versus the annual cost of living pressures which have increased dramatically over the past 3 years in particular which has created adverse inequality. There has been an increase in part-time and casual employment versus full-time employment which has increased an environment of “underemployment” which only compounds the inadequate level of the current minimum wage when compared to the current costs of living. The current minimum wage also does not encourage ongoing skills development due to the costs associated with any training and the affordability of such training when compared to limited disposable income means of the current minimum wage

To ensure a framework representing a system of fair wages the WA minimum wage should be set at \$25.00 per hour or \$950.00 per week to provide for a suitable income to meet costs of living pressures and ongoing development.

I would also suggest as part of my submission that the criteria that has been adopted by the WA salaries and allowances tribunal in determining increases should be used which would appear more equitable and fair in conjunction with costs of living and the annual CPI inflation rate.