

# Key Figures: Employment and Taxation Changes from 1 July 2025

As discussed in our recent article, the new financial year brings several changes in employment and taxation policies impacting both individuals and businesses. In this summary, we combine key figures relating to employment, tax rates and threshold changes effective 1 July 2025.

## Employment law changes

### / Increases to minimum wage rates for national system employers

Changes	2025/26	2024/25
Modern award rates	3.5% increase	3.75% increase
National minimum wage	\$948/wk (\$24.95/hr)	\$915.90/wk (\$24.10/hr)
Casual loading	25%	25%

### / Changes to minimum wage rates for WA system employers

Changes	2025/26	2024/25
Minimum wage	\$953/wk	\$918.60/wk
WA State award rates	3.75% increase	4% increase

### / Unfair dismissal/Contractor protection thresholds

Changes	2025/26	2024/25
High-income threshold (FW Act)	\$183,100	\$175,000
Contractor high income threshold	\$183,100	\$175,000
Maximum salary level (WA)	\$204,600	\$195,700

### / Civil penalties

Changes	2025/26	2024/25
Corporate contraveners (fewer than 15 employees) – per contravention	\$99,000 \$990,000 for some serious contraventions	\$93,900
Corporate contraveners (other) – per contravention	\$495,000, or, for contraventions relating to an underpayment, the greater of \$495,000 or 3 times the underpayment amount \$4,950,000 for serious contraventions, or, for serious contraventions relating to an underpayment the greater of \$4,950,000 or 3 times the underpayment amount	\$469,500 (from 27 February 2024)

Individual contraveners – per contravention	\$19,800 \$198,000 for some serious contraventions	\$18,780
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## Tax rate and threshold changes

### / Employment termination payments (ETP)

Changes	2025/26	2024/25
ETP cap	\$260,000	\$245,000
Whole-of-income cap	\$180,000	\$180,000

### / Genuine redundancy payments

Changes	2025/26	2024/25
Tax-free amount – base limit	\$13,100	\$12,524
Tax free amount – for each completed year of service	\$6,552	\$6,264

### / Superannuation

Changes	2025/26	2024/25
Superannuation guarantee contributions	12%	11.5%
Maximum contribution base	\$62,500/quarter or \$250,000	\$65,070/quarter or \$260,280/yr
Concessional contributions cap	\$30,000	\$30,000
Non-concessional contributions cap	\$120,000 (or \$360,000 under the bring forward rule)	\$120,000 (or \$360,000 under the bring forward rule)
Total superannuation balance threshold for making non-concessional contributions	\$2.0 Million	\$1.9 Million

### / Resident individual income tax rates and income tax thresholds

Australian Resident Tax Rates FY2026	
Tax rate	Taxable income
Nil rate	\$0-\$18,200
16%	\$18,201 - \$45,000
19%	N/A
30%	\$45,001 - \$135,000
32.5%	N/A
37%	\$135,001 - \$190,000
45%	\$190,001+

*There have been no changes from FY2025. As part of the 2025-26 Federal Budget the Government announced from 1 July 2026 they will deliver new tax cuts to every Australian taxpayer. These aim to provide more cost-of-living relief and return bracket creep and are now law.*

## Get in touch

For more information about the changes to be introduced, please contact Adele Garnett from our Workplace and Employment team (07 3024 0383 or [a.garnett@hopgoodganim.com.au](mailto:a.garnett@hopgoodganim.com.au)) or Saxon Rose from our Taxation team (07 3024 0439 or [s.rose@hopgoodganim.com.au](mailto:s.rose@hopgoodganim.com.au)).