

# Put yourself in their shoes

Employers want to undercut the legal  
minimum wage for real estate agents



The Howard Government must be held accountable for these laws.

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A new push by major employers in the real estate industry to introduce a commission-only wages system could result in agency salespeople being paid less than the minimum legal wage.

The Howard Government's new pay commission has agreed to consider a push by major employers in the real estate industry to scrap minimum wages for salespeople and replace them with piece rates.

The employers want the pay commission to exempt them from requirements under the Federal Government's new IR laws to pay the minimum wage which for NSW real estate agents is \$546.44 a week.

The Howard Government said that its Fair Pay Commission would protect minimum wages but now it is considering allowing some employers to avoid paying them altogether.

A piece-rate system would disadvantage young salespeople seeking to get a foothold in the industry as well as agents working in regional and country areas or where property prices and turnover is low.

There are a number of variables outside the control of an agent that would seriously affect his or her capacity to earn a decent income, including:

- Access to properties granted by the employer;
- The number of other agents with access to the same properties;
- The state of the overall property market and the value of the properties in the local area.

This new move by employers to avoid paying the legal minimum wage is another attempt to transfer all the business risk onto employees and should be rejected.

If a young person was entering this profession what protection would they have under WorkChoices? Put yourself in their Shoes.