During an economic downturn (recession), when determining a minimum wage, the burden should not fall on those low paid workers whose bargaining power is limited. Irrespective of how low these wages may be, employees will still go offshore no matter how profitable their businesses may be, despite the rhetoric by the business community that wage increases will cost jobs and at the same time requiring government handouts. An example is the finance sector, who, despite record profits, continues to shed local jobs, a recent decision by the ANZ being to shed 500 positions to the subcontinent from the days of the Hamitter decision when the basic wage was reflected by the needs of a worker and his family. Most of the labour-intensive industries have been replaced by technology. Recent figures supplied by the Australian Bureau of Statistics indicate that Australian workers now work more unpaid overtime than any other western country.

Although it is outside the jurisdiction of the Fair Work Commission, perhaps as part of its stimulus package...
The government could assist the low-paid through the tax system, such as thresholds and the availability of Health Care Cards. Having lived through the depression as a child and seeing my father go from a low-paid job to a no-job situation, it would be appropriate if there was a nexus between the minimum wage and unemployment benefit. If it is good enough for government to subsidize wealthy banks, then it is appropriate that the low-paid and unemployed receive the same. Every extra dollar generated by bank profits goes to the shareholders. Every extra dollar goes to the low-paid goes to the necessities of life such as food and clothing etc., then by creating jobs.

On the question of junior rates, my first experience of being in the work force in 1939 was of being a gopher, carrying out menial duties such as making tea, carrying lunch and sweeping the floor. The situation today is entirely different with technology and smaller work places with many junior employees particularly in the IT sector.
Junior rates should only be assessed on the value of that work not on age. I remember that during my early days in the work force women only received 50% of the male rate. I also experienced being paid junior rates during the war when I joined the R.A.V. despite carrying out the same duties as other older ratings who joined the same time as me.