

# Pay Guide - Road Transport (Long Distance Operations) Award [MA000039]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult

#### Hourly driving method - Full-time

Classification	Weekly pay rate	Hourly pay rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$889.10	\$34.67	\$23.40	\$34.67 per hour, with a minimum payment of 4 hours and an extra \$177.82 per shift	\$34.67 per hour, with a minimum payment of 4 hours and an extra \$266.73 per shift	\$23.40
Grade 4 (previously Grade 2)	\$904.80	\$35.29	\$23.81	\$35.29 per hour, with a minimum payment of 4 hours and an extra \$180.96 per shift	\$35.29 per hour, with a minimum payment of 4 hours and an extra \$271.44 per shift	\$23.81
Grade 5 (previously Grade 3)	\$916.00	\$35.72	\$24.11	\$35.72 per hour, with a minimum payment of 4 hours and an extra \$183.20 per shift	\$35.72 per hour, with a minimum payment of 4 hours and an extra \$274.80 per shift	\$24.11
Grade 6 (previously Grade 4)	\$926.40	\$36.13	\$24.38	\$36.13 per hour, with a minimum payment of 4 hours and an extra \$185.28 per shift	\$36.13 per hour, with a minimum payment of 4 hours and an extra \$277.92 per shift	\$24.38
Grade 7 (previously Grade 5)	\$939.90	\$36.66	\$24.73	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$187.98 per shift	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$281.97 per shift	\$24.73
Grade 8 (previously Grade 6)	\$967.20	\$37.72	\$25.45	\$37.72 per hour, with a minimum payment of 4 hours and an extra \$193.44 per shift	\$37.72 per hour, with a minimum payment of 4 hours and an extra \$290.16 per shift	\$25.45
Grade 9 (previously Grade 7)	\$983.40	\$38.35	\$25.88	\$38.35 per hour, with a minimum payment of 4 hours and an extra \$196.68 per shift	\$38.35 per hour, with a minimum payment of 4 hours and an extra \$295.02 per shift	\$25.88
Grade 10 (previously Grade 8)	\$1,007.80	\$39.30	\$26.52	\$39.30 per hour, with a minimum payment of 4 hours and an extra \$201.56 per shift	\$39.30 per hour, with a minimum payment of 4 hours and an extra \$302.34 per shift	\$26.52

## Cents per kilometre driving method - Full-time

Classification	Per km driving rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 3 (previously Grade 1)	\$0.4623	\$23.40	\$0.4623 per km, and an extra \$177.82 per shift with a minimum payment of 4 hours	\$0.4623 per km, and an extra \$266.73 per shift with a minimum payment of 4 hours	\$23.40
Grade 4 (previously Grade 2)	\$0.4705	\$23.81	\$0.4705 per km, and an extra \$180.96 per shift with a minimum payment of 4 hours	\$0.4705 per km, and an extra \$271.44 per shift with a minimum payment of 4 hours	\$23.81
Grade 5 (previously Grade 3)	\$0.4763	\$24.11	\$0.4763 per km, and an extra \$183.20 per shift with a minimum payment of 4 hours	\$0.4763 per km, and an extra \$274.80 per shift with a minimum payment of 4 hours	\$24.11
Grade 6 (previously Grade 4)	\$0.4817	\$24.38	\$0.4817 per km, and an extra \$185.28 per shift with a minimum payment of 4 hours	\$0.4817 per km, and an extra \$277.92 per shift with a minimum payment of 4 hours	\$24.38
Grade 7 (previously Grade 5)	\$0.4887	\$24.73	\$0.4887 per km, and an extra \$187.98 per shift with a minimum payment of 4 hours	\$0.4887 per km, and an extra \$281.97 per shift with a minimum payment of 4 hours	\$24.73
Grade 8 (previously Grade 6)	\$0.5029	\$25.45	\$0.5029 per km, and an extra \$193.44 per shift with a minimum payment of 4 hours	\$0.5029 per km, and an extra \$290.16 per shift with a minimum payment of 4 hours	\$25.45
Grade 9 (previously Grade 7)	\$0.5114	\$25.88	\$0.5114 per km, and an extra \$196.68 per shift with a minimum payment of 4 hours	\$0.5114 per km, and an extra \$295.02 per shift with a minimum payment of 4 hours	\$25.88
Grade 10 (previously Grade 8)	\$0.5241	\$26.52	\$0.5241 per km, and an extra \$201.56 per shift with a minimum payment of 4 hours	\$0.5241 per km, and an extra \$302.34 per shift with a minimum payment of 4 hours	\$26.52

## Loading / unloading - Full-time

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading / unloading	Public holiday - Good Friday & Christmas Day - loading / unloading
Grade 3 (previously Grade 1)	\$28.90	\$28.90 per hour	\$28.90 per hour
Grade 4 (previously Grade 2)	\$29.41	\$29.41 per hour	\$29.41 per hour
Grade 5 (previously Grade 3)	\$29.77	\$29.77 per hour	\$29.77 per hour
Grade 6 (previously Grade 4)	\$30.11	\$30.11 per hour	\$30.11 per hour
Grade 7 (previously Grade 5)	\$30.55	\$30.55 per hour	\$30.55 per hour
Grade 8 (previously Grade 6)	\$31.43	\$31.43 per hour	\$31.43 per hour
Grade 9 (previously Grade 7)	\$31.97	\$31.97 per hour	\$31.97 per hour
Grade 10 (previously Grade 8)	\$32.76	\$32.76 per hour	\$32.76 per hour

## Hourly driving method - Part-time

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back	Overtime
Grade 3 (previously Grade 1)	\$34.67	\$34.67 per hour, with a minimum payment of 4 hours and an extra \$177.82 per shift	\$34.67 per hour, with a minimum payment of 4 hours and an extra \$266.73 per shift	\$23.40	\$39.87
Grade 4 (previously Grade 2)	\$35.29	\$35.29 per hour, with a minimum payment of 4 hours and an extra \$180.96 per shift	\$35.29 per hour, with a minimum payment of 4 hours and an extra \$271.44 per shift	\$23.81	\$40.58
Grade 5 (previously Grade 3)	\$35.72	\$35.72 per hour, with a minimum payment of 4 hours and an extra \$183.20 per shift	\$35.72 per hour, with a minimum payment of 4 hours and an extra \$274.80 per shift	\$24.11	\$41.08
Grade 6 (previously Grade 4)	\$36.13	\$36.13 per hour, with a minimum payment of 4 hours and an extra \$185.28 per shift	\$36.13 per hour, with a minimum payment of 4 hours and an extra \$277.92 per shift	\$24.38	\$41.55
Grade 7 (previously Grade 5)	\$36.66	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$187.98 per shift	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$281.97 per shift	\$24.73	\$42.16
Grade 8 (previously Grade 6)	\$37.72	\$37.72 per hour, with a minimum payment of 4 hours and an extra \$193.44 per shift	\$37.72 per hour, with a minimum payment of 4 hours and an extra \$290.16 per shift	\$25.45	\$43.38
Grade 9 (previously Grade 7)	\$38.35	\$38.35 per hour, with a minimum payment of 4 hours and an extra \$196.68 per shift	\$38.35 per hour, with a minimum payment of 4 hours and an extra \$295.02 per shift	\$25.88	\$44.10
Grade 10 (previously Grade 8)	\$39.30	\$39.30 per hour, with a minimum payment of 4 hours and an extra \$201.56 per shift	\$39.30 per hour, with a minimum payment of 4 hours and an extra \$302.34 per shift	\$26.52	\$45.20

## Cents per kilometre driving method - Part-time

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour	Overtime - per km
Grade 3 (previously Grade 1)	\$0.4623	\$0.4623 per km, and an extra \$177.82 per shift with a minimum payment of 4 hours	\$0.4623 per km, and an extra \$266.73 per shift with a minimum payment of 4 hours	\$23.40	\$0.53
Grade 4 (previously Grade 2)	\$0.4705	\$0.4705 per km, and an extra \$180.96 per shift with a minimum payment of 4 hours	\$0.4705 per km, and an extra \$271.44 per shift with a minimum payment of 4 hours	\$23.81	\$0.54
Grade 5 (previously Grade 3)	\$0.4763	\$0.4763 per km, and an extra \$183.20 per shift with a minimum payment of 4 hours	\$0.4763 per km, and an extra \$274.80 per shift with a minimum payment of 4 hours	\$24.11	\$0.55
Grade 6 (previously Grade 4)	\$0.4817	\$0.4817 per km, and an extra \$185.28 per shift with a minimum payment of 4 hours	\$0.4817 per km, and an extra \$277.92 per shift with a minimum payment of 4 hours	\$24.38	\$0.55
Grade 7 (previously Grade 5)	\$0.4887	\$0.4887 per km, and an extra \$187.98 per shift with a minimum payment of 4 hours	\$0.4887 per km, and an extra \$281.97 per shift with a minimum payment of 4 hours	\$24.73	\$0.56
Grade 8 (previously Grade 6)	\$0.5029	\$0.5029 per km, and an extra \$193.44 per shift with a minimum payment of 4 hours	\$0.5029 per km, and an extra \$290.16 per shift with a minimum payment of 4 hours	\$25.45	\$0.58
Grade 9 (previously Grade 7)	\$0.5114	\$0.5114 per km, and an extra \$196.68 per shift with a minimum payment of 4 hours	\$0.5114 per km, and an extra \$295.02 per shift with a minimum payment of 4 hours	\$25.88	\$0.59
Grade 10 (previously Grade 8)	\$0.5241	\$0.5241 per km, and an extra \$201.56 per shift with a minimum payment of 4 hours	\$0.5241 per km, and an extra \$302.34 per shift with a minimum payment of 4 hours	\$26.52	\$0.60

## Loading / unloading - Part-time

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading / unloading	Public holiday - Good Friday & Christmas Day - loading / unloading	Overtime - loading / unloading
Grade 3 (previously Grade 1)	\$28.90	\$28.90	\$28.90	\$33.24
Grade 4 (previously Grade 2)	\$29.41	\$29.41	\$29.41	\$33.82
Grade 5 (previously Grade 3)	\$29.77	\$29.77	\$29.77	\$34.24
Grade 6 (previously Grade 4)	\$30.11	\$30.11	\$30.11	\$34.63
Grade 7 (previously Grade 5)	\$30.55	\$30.55	\$30.55	\$35.13
Grade 8 (previously Grade 6)	\$31.43	\$31.43	\$31.43	\$36.14
Grade 9 (previously Grade 7)	\$31.97	\$31.97	\$31.97	\$36.77
Grade 10 (previously Grade 8)	\$32.76	\$32.76	\$32.76	\$37.67

## Hourly driving method - Casual

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$39.87	\$39.87 per hour, with a minimum payment of 8 hours and an extra \$177.82 per shift	\$39.87 per hour, with a minimum payment of 8 hours and an extra \$266.73 per shift	\$23.40
Grade 4 (previously Grade 2)	\$40.58	\$40.58 per hour, with a minimum payment of 8 hours and an extra \$180.96 per shift	\$40.58 per hour, with a minimum payment of 8 hours and an extra \$271.44 per shift	\$23.81
Grade 5 (previously Grade 3)	\$41.08	\$41.08 per hour, with a minimum payment of 8 hours and an extra \$183.20 per shift	\$41.08 per hour, with a minimum payment of 8 hours and an extra \$274.80 per shift	\$24.11
Grade 6 (previously Grade 4)	\$41.55	\$41.55 per hour, with a minimum payment of 8 hours and an extra \$185.28 per shift	\$41.55 per hour, with a minimum payment of 8 hours and an extra \$277.92 per shift	\$24.38
Grade 7 (previously Grade 5)	\$42.16	\$42.16 per hour, with a minimum payment of 8 hours and an extra \$187.98 per shift	\$42.16 per hour, with a minimum payment of 8 hours and an extra \$281.97 per shift	\$24.73
Grade 8 (previously Grade 6)	\$43.38	\$43.38 per hour, with a minimum payment of 8 hours and an extra \$193.44 per shift	\$43.38 per hour, with a minimum payment of 8 hours and an extra \$290.16 per shift	\$25.45
Grade 9 (previously Grade 7)	\$44.10	\$44.10 per hour, with a minimum payment of 8 hours and an extra \$196.68 per shift	\$44.10 per hour, with a minimum payment of 8 hours and an extra \$295.02 per shift	\$25.88
Grade 10 (previously Grade 8)	\$45.20	\$45.20 per hour, with a minimum payment of 8 hours and an extra \$201.56 per shift	\$45.20 per hour, with a minimum payment of 8 hours and an extra \$302.34 per shift	\$26.52

## Cents per kilometre driving method - Casual

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 3 (previously Grade 1)	\$0.5316	\$0.5316 per km, and an extra \$177.82 per shift with a minimum payment for 500 kms per engagement	\$0.5316 per km, and an extra \$266.73 per shift with a minimum payment for 500 kms per engagement	\$23.40
Grade 4 (previously Grade 2)	\$0.5411	\$0.5411 per km, and an extra \$180.96 per shift with a minimum payment for 500 kms per engagement	\$0.5411 per km, and an extra \$271.44 per shift with a minimum payment for 500 kms per engagement	\$23.81
Grade 5 (previously Grade 3)	\$0.5477	\$0.5477 per km, and an extra \$183.20 per shift with a minimum payment for 500 kms per engagement	\$0.5477 per km, and an extra \$274.80 per shift with a minimum payment for 500 kms per engagement	\$24.11
Grade 6 (previously Grade 4)	\$0.554	\$0.554 per km, and an extra \$185.28 per shift with a minimum payment for 500 kms per engagement	\$0.554 per km, and an extra \$277.92 per shift with a minimum payment for 500 kms per engagement	\$24.38



<b>Classification</b>	<b>Per km driving rate</b>	<b>Public holiday</b>	<b>Public holiday - Good Friday &amp; Christmas Day</b>	<b>Call-back - per hour</b>
Grade 7 (previously Grade 5)	\$0.562	\$0.562 per km, and an extra \$187.98 per shift with a minimum payment for 500 kms per engagement	\$0.562 per km, and an extra \$281.97 per shift with a minimum payment for 500 kms per engagement	\$24.73
Grade 8 (previously Grade 6)	\$0.5783	\$0.5783 per km, and an extra \$193.44 per shift with a minimum payment for 500 kms per engagement	\$0.5783 per km, and an extra \$290.16 per shift with a minimum payment for 500 kms per engagement	\$25.45
Grade 9 (previously Grade 7)	\$0.5881	\$0.5881 per km, and an extra \$196.68 per shift with a minimum payment for 500 kms per engagement	\$0.5881 per km, and an extra \$295.02 per shift with a minimum payment for 500 kms per engagement	\$25.88
Grade 10 (previously Grade 8)	\$0.6027	\$0.6027 per km, and an extra \$201.56 per shift with a minimum payment for 500 kms per engagement	\$0.6027 per km, and an extra \$302.34 per shift with a minimum payment for 500 kms per engagement	\$26.52

### **Loading / unloading - Casual**

When an employee is undertaking loading and unloading duties incidental to driving, they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

<b>Classification</b>	<b>Loading or unloading hourly pay rate</b>	<b>Public holiday - loading / unloading</b>	<b>Public holiday - Good Friday &amp; Christmas Day - loading / unloading</b>
Grade 3 (previously Grade 1)	\$36.13	\$36.13	\$36.13
Grade 4 (previously Grade 2)	\$36.76	\$36.76	\$36.76
Grade 5 (previously Grade 3)	\$37.21	\$37.21	\$37.21
Grade 6 (previously Grade 4)	\$37.64	\$37.64	\$37.64
Grade 7 (previously Grade 5)	\$38.19	\$38.19	\$38.19
Grade 8 (previously Grade 6)	\$39.29	\$39.29	\$39.29
Grade 9 (previously Grade 7)	\$39.96	\$39.96	\$39.96
Grade 10 (previously Grade 8)	\$40.95	\$40.9	\$40.9

## Allowances

Allowances	Rate
Dangerous goods allowance - bulk goods	\$21.03 per day
Dangerous goods allowance - packaged goods	\$8.80 per day
Delayed due to breakdown or impassable highway allowance - Grade 3 (previously Grade 1)	\$23.40 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 4 (previously Grade 2)	\$23.81 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 5 (previously Grade 3)	\$24.11 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 6 (previously Grade 4)	\$24.38 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 7 (previously Grade 5)	\$24.73 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 8 (previously Grade 6)	\$25.45 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 9 (previously Grade 7)	\$25.88 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 10 (previously Grade 8)	\$26.52 per hour for a maximum of 8 hours per 24 hour period
Furniture carter allowance	\$0.59 per hour up to a maximum of \$22.42 per week
Livestock carter allowance	\$0.59 per hour up to a maximum of \$22.42 per week
Long vehicle allowance	\$4.08 per day
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3 (previously Grade 1)	\$23.40 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4 (previously Grade 2)	\$23.81 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5 (previously Grade 3)	\$24.11 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6 (previously Grade 4)	\$24.38 per hour

Allowances	Rate
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7 (previously Grade 5)	\$24.73 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8 (previously Grade 6)	\$25.45 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 9 (previously Grade 7)	\$25.88 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 10 (previously Grade 8)	\$26.52 per hour
Protective clothing reimbursement	reimbursement of the cost of the protective clothing
Rental allowance - living at depot, yard or garage	an allowance equal to the rent charged by employer
Rental allowance - living in employer provided housing	\$3.36 less than the amount of rent charged by employer
Special clothing reimbursement	reimbursement of the cost of the special clothing
Temporary transfer to long distance driving allowance	\$11.49 per occasion
Training fees and textbook reimbursement	reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks
Training travel costs reimbursement	reimbursement of any extra travel costs
Transport home allowance - after termination	reimbursement of any fares reasonably incurred in returning home, or provision of the means to return home
Travelling allowance	\$45.03 per occasion
Wide vehicle allowance	\$4.08 per day
Work diary reimbursement	reimbursement of the cost of the work diary