# Pay Guide - Road Transport and Distribution Award [MA000038]

Published 10 November 2022

Pay rates change from 1 July each year, therates 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](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

**Disclaimer**

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/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](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.

Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.

These rates are available in the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours - non-oil distribution workers and rural oil distribution workers** | **Sunday - agreement to work ordinary hours** | **Christmas Day - Saturday** | **Christmas Day - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $858.30 | $22.59 | $33.89 | $45.18 | $45.18 | $56.48 |
| Transport worker grade 2 | $878.90 | $23.13 | $34.70 | $46.26 | $46.26 | $57.83 |
| Transport worker grade 3 | $889.10 | $23.40 | $35.10 | $46.80 | $46.80 | $58.50 |
| Transport worker grade 4 | $904.80 | $23.81 | $35.72 | $47.62 | $47.62 | $59.53 |
| Transport worker grade 5 | $916.00 | $24.11 | $36.17 | $48.22 | $48.22 | $60.28 |
| Transport worker grade 6 | $926.40 | $24.38 | $36.57 | $48.76 | $48.76 | $60.95 |
| Transport worker grade 7 | $939.90 | $24.73 | $37.10 | $49.46 | $49.46 | $61.83 |
| Transport worker grade 8 | $967.20 | $25.45 | $38.18 | $50.90 | $50.90 | $63.63 |
| Transport worker grade 9 | $983.40 | $25.88 | $38.82 | $51.76 | $51.76 | $64.70 |
| Transport worker grade 10 | $1,007.80 | $26.52 | $39.78 | $53.04 | $53.04 | $66.30 |
| Distribution facility employee level 1 | $889.10 | $23.40 | $35.10 | $46.80 | $46.80 | $58.50 |
| Distribution facility employee level 2 | $904.80 | $23.81 | $35.72 | $47.62 | $47.62 | $59.53 |
| Distribution facility employee level 3 | $939.90 | $24.73 | $37.10 | $49.46 | $49.46 | $61.83 |
| Distribution facility employee level 4 | $983.40 | $25.88 | $38.82 | $51.76 | $51.76 | $64.70 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $858.30 | $24.52 | $36.78 | N/A | $49.04 | $61.30 |
| Transport worker grade 2 | $878.90 | $25.11 | $37.67 | N/A | $50.22 | $62.78 |
| Transport worker grade 3 | $889.10 | $25.40 | $38.10 | N/A | $50.80 | $63.50 |
| Transport worker grade 4 | $904.80 | $25.85 | $38.78 | N/A | $51.70 | $64.63 |
| Transport worker grade 5 | $916.00 | $26.17 | $39.26 | N/A | $52.34 | $65.43 |
| Transport worker grade 6 | $926.40 | $26.47 | $39.71 | N/A | $52.94 | $66.18 |
| Transport worker grade 7 | $939.90 | $26.85 | $40.28 | N/A | $53.70 | $67.13 |
| Transport worker grade 8 | $967.20 | $27.63 | $41.45 | N/A | $55.26 | $69.08 |
| Transport worker grade 9 | $983.40 | $28.10 | $42.15 | N/A | $56.20 | $70.25 |
| Transport worker grade 10 | $1,007.80 | $28.79 | $43.19 | N/A | $57.58 | $71.98 |

**Table 2 of 5**

| **Classification** | **Public holiday** | **Public holiday - Good Friday or Christmas Day** | **Early work - Monday to Friday -** ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $56.48 | $67.77 | $29.37 | $45.18 | $26.54 | $29.37 |
| Transport worker grade 2 | $57.83 | $69.39 | $30.07 | $46.26 | $27.18 | $30.07 |
| Transport worker grade 3 | $58.50 | $70.20 | $30.42 | $46.80 | $27.50 | $30.42 |
| Transport worker grade 4 | $59.53 | $71.43 | $30.95 | $47.62 | $27.98 | $30.95 |
| Transport worker grade 5 | $60.28 | $72.33 | $31.34 | $48.22 | $28.33 | $31.34 |
| Transport worker grade 6 | $60.95 | $73.14 | $31.69 | $48.76 | $28.65 | $31.69 |
| Transport worker grade 7 | $61.83 | $74.19 | $32.15 | $49.46 | $29.06 | $32.15 |
| Transport worker grade 8 | $63.63 | $76.35 | $33.09 | $50.90 | $29.90 | $33.09 |
| Transport worker grade 9 | $64.70 | $77.64 | $33.64 | $51.76 | $30.41 | $33.64 |
| Transport worker grade 10 | $66.30 | $79.56 | $34.48 | $53.04 | $31.16 | $34.48 |
| Distribution facility employee level 1 | $58.50 | $70.20 | $30.42 | $46.80 | $27.50 | $30.42 |
| Distribution facility employee level 2 | $59.53 | $71.43 | $30.95 | $47.62 | $27.98 | $30.95 |
| Distribution facility employee level 3 | $61.83 | $74.19 | $32.15 | $49.46 | $29.06 | $32.15 |
| Distribution facility employee level 4 | $64.70 | $77.64 | $33.64 | $51.76 | $30.41 | $33.64 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $61.30 | $73.56 | N/A | $49.04 | $28.81 | $31.88 |
| Transport worker grade 2 | $62.78 | $75.33 | N/A | $50.22 | $29.50 | $32.64 |
| Transport worker grade 3 | $63.50 | $76.20 | N/A | $50.80 | $29.85 | $33.02 |
| Transport worker grade 4 | $64.63 | $77.55 | N/A | $51.70 | $30.37 | $33.61 |
| Transport worker grade 5 | $65.43 | $78.51 | N/A | $52.34 | $30.75 | $34.02 |
| Transport worker grade 6 | $66.18 | $79.41 | N/A | $52.94 | $31.10 | $34.41 |
| Transport worker grade 7 | $67.13 | $80.55 | N/A | $53.70 | $31.55 | $34.91 |
| Transport worker grade 8 | $69.08 | $82.89 | N/A | $55.26 | $32.47 | $35.92 |
| Transport worker grade 9 | $70.25 | $84.30 | N/A | $56.20 | $33.02 | $36.53 |
| Transport worker grade 10 | $71.98 | $86.37 | N/A | $57.58 | $33.83 | $37.43 |

**Table 3 of 5**

| **Classification** | **Saturday - shiftworker** | **Sunday - shiftworker** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $33.89 | $45.18 | $56.48 | $33.89 | $45.18 | $33.89 |
| Transport worker grade 2 | $34.70 | $46.26 | $57.83 | $34.70 | $46.26 | $34.70 |
| Transport worker grade 3 | $35.10 | $46.80 | $58.50 | $35.10 | $46.80 | $35.10 |
| Transport worker grade 4 | $35.72 | $47.62 | $59.53 | $35.72 | $47.62 | $35.72 |
| Transport worker grade 5 | $36.17 | $48.22 | $60.28 | $36.17 | $48.22 | $36.17 |
| Transport worker grade 6 | $36.57 | $48.76 | $60.95 | $36.57 | $48.76 | $36.57 |
| Transport worker grade 7 | $37.10 | $49.46 | $61.83 | $37.10 | $49.46 | $37.10 |
| Transport worker grade 8 | $38.18 | $50.90 | $63.63 | $38.18 | $50.90 | $38.18 |
| Transport worker grade 9 | $38.82 | $51.76 | $64.70 | $38.82 | $51.76 | $38.82 |
| Transport worker grade 10 | $39.78 | $53.04 | $66.30 | $39.78 | $53.04 | $39.78 |
| Distribution facility employee level 1 | $35.10 | $46.80 | $58.50 | $35.10 | $46.80 | $35.10 |
| Distribution facility employee level 2 | $35.72 | $47.62 | $59.53 | $35.72 | $47.62 | $35.72 |
| Distribution facility employee level 3 | $37.10 | $49.46 | $61.83 | $37.10 | $49.46 | $37.10 |
| Distribution facility employee level 4 | $38.82 | $51.76 | $64.70 | $38.82 | $51.76 | $38.82 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $36.78 | $49.04 | $61.30 | $36.78 | $49.04 | $36.78 |
| Transport worker grade 2 | $37.67 | $50.22 | $62.78 | $37.67 | $50.22 | $37.67 |
| Transport worker grade 3 | $38.10 | $50.80 | $63.50 | $38.10 | $50.80 | $38.10 |
| Transport worker grade 4 | $38.78 | $51.70 | $64.63 | $38.78 | $51.70 | $38.78 |
| Transport worker grade 5 | $39.26 | $52.34 | $65.43 | $39.26 | $52.34 | $39.26 |
| Transport worker grade 6 | $39.71 | $52.94 | $66.18 | $39.71 | $52.94 | $39.71 |
| Transport worker grade 7 | $40.28 | $53.70 | $67.13 | $40.28 | $53.70 | $40.28 |
| Transport worker grade 8 | $41.45 | $55.26 | $69.08 | $41.45 | $55.26 | $41.45 |
| Transport worker grade 9 | $42.15 | $56.20 | $70.25 | $42.15 | $56.20 | $42.15 |
| Transport worker grade 10 | $43.19 | $57.58 | $71.98 | $43.19 | $57.58 | $43.19 |

**Table 4 of 5**

| **Classification** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** | **Overtime - shiftworkers - after 2 hours** | **Overtime - public holiday** | **Overtime - public holiday - Good Friday or Christmas Day** | **Overtime - call back - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $45.18 | $33.89 | $45.18 | $56.48 | $67.77 | $33.89 |
| Transport worker grade 2 | $46.26 | $34.70 | $46.26 | $57.83 | $69.39 | $34.70 |
| Transport worker grade 3 | $46.80 | $35.10 | $46.80 | $58.50 | $70.20 | $35.10 |
| Transport worker grade 4 | $47.62 | $35.72 | $47.62 | $59.53 | $71.43 | $35.72 |
| Transport worker grade 5 | $48.22 | $36.17 | $48.22 | $60.28 | $72.33 | $36.17 |
| Transport worker grade 6 | $48.76 | $36.57 | $48.76 | $60.95 | $73.14 | $36.57 |
| Transport worker grade 7 | $49.46 | $37.10 | $49.46 | $61.83 | $74.19 | $37.10 |
| Transport worker grade 8 | $50.90 | $38.18 | $50.90 | $63.63 | $76.35 | $38.18 |
| Transport worker grade 9 | $51.76 | $38.82 | $51.76 | $64.70 | $77.64 | $38.82 |
| Transport worker grade 10 | $53.04 | $39.78 | $53.04 | $66.30 | $79.56 | $39.78 |
| Distribution facility employee level 1 | $46.80 | $35.10 | $46.80 | $58.50 | $70.20 | $35.10 |
| Distribution facility employee level 2 | $47.62 | $35.72 | $47.62 | $59.53 | $71.43 | $35.72 |
| Distribution facility employee level 3 | $49.46 | $37.10 | $49.46 | $61.83 | $74.19 | $37.10 |
| Distribution facility employee level 4 | $51.76 | $38.82 | $51.76 | $64.70 | $77.64 | $38.82 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $49.04 | $36.78 | $49.04 | $61.30 | $73.56 | $36.78 |
| Transport worker grade 2 | $50.22 | $37.67 | $50.22 | $62.78 | $75.33 | $37.67 |
| Transport worker grade 3 | $50.80 | $38.10 | $50.80 | $63.50 | $76.20 | $38.10 |
| Transport worker grade 4 | $51.70 | $38.78 | $51.70 | $64.63 | $77.55 | $38.78 |
| Transport worker grade 5 | $52.34 | $39.26 | $52.34 | $65.43 | $78.51 | $39.26 |
| Transport worker grade 6 | $52.94 | $39.71 | $52.94 | $66.18 | $79.41 | $39.71 |
| Transport worker grade 7 | $53.70 | $40.28 | $53.70 | $67.13 | $80.55 | $40.28 |
| Transport worker grade 8 | $55.26 | $41.45 | $55.26 | $69.08 | $82.89 | $41.45 |
| Transport worker grade 9 | $56.20 | $42.15 | $56.20 | $70.25 | $84.30 | $42.15 |
| Transport worker grade 10 | $57.58 | $43.19 | $57.58 | $71.98 | $86.37 | $43.19 |

**Table 5 of 5**

| **Classification** | **Overtime - call back - after 2 hours** | **Less than 10 hour break after overtime** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- |
| Transport worker grade 1 | $45.18 | $45.18 | N/A | N/A |
| Transport worker grade 2 | $46.26 | $46.26 | N/A | N/A |
| Transport worker grade 3 | $46.80 | $46.80 | N/A | N/A |
| Transport worker grade 4 | $47.62 | $47.62 | N/A | N/A |
| Transport worker grade 5 | $48.22 | $48.22 | N/A | N/A |
| Transport worker grade 6 | $48.76 | $48.76 | N/A | N/A |
| Transport worker grade 7 | $49.46 | $49.46 | N/A | N/A |
| Transport worker grade 8 | $50.90 | $50.90 | N/A | N/A |
| Transport worker grade 9 | $51.76 | $51.76 | N/A | N/A |
| Transport worker grade 10 | $53.04 | $53.04 | N/A | N/A |
| Distribution facility employee level 1 | $46.80 | $46.80 | N/A | N/A |
| Distribution facility employee level 2 | $47.62 | $47.62 | N/A | N/A |
| Distribution facility employee level 3 | $49.46 | $49.46 | N/A | N/A |
| Distribution facility employee level 4 | $51.76 | $51.76 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |
| Transport worker grade 1 | $49.04 | $49.04 | $36.78 | $49.04 |
| Transport worker grade 2 | $50.22 | $50.22 | $37.67 | $50.22 |
| Transport worker grade 3 | $50.80 | $50.80 | $38.10 | $50.80 |
| Transport worker grade 4 | $51.70 | $51.70 | $38.78 | $51.70 |
| Transport worker grade 5 | $52.34 | $52.34 | $39.26 | $52.34 |
| Transport worker grade 6 | $52.94 | $52.94 | $39.71 | $52.94 |
| Transport worker grade 7 | $53.70 | $53.70 | $40.28 | $53.70 |
| Transport worker grade 8 | $55.26 | $55.26 | $41.45 | $55.26 |
| Transport worker grade 9 | $56.20 | $56.20 | $42.15 | $56.20 |
| Transport worker grade 10 | $57.58 | $57.58 | $43.19 | $57.58 |

### Casual

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.

Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.

These rates are available in the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours - non-oil distribution workers and rural oil distribution workers** | **Sunday - agreement to work ordinary hours** | **Public holidays** | **Public holiday - Good Friday/Christmas Day** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $28.24 | $39.53 | $50.83 | $62.12 | $73.42 |
| Transport worker grade 2 | $28.91 | $40.48 | $52.04 | $63.61 | $75.17 |
| Transport worker grade 3 | $29.25 | $40.95 | $52.65 | $64.35 | $76.05 |
| Transport worker grade 4 | $29.76 | $41.67 | $53.57 | $65.48 | $77.38 |
| Transport worker grade 5 | $30.14 | $42.19 | $54.25 | $66.30 | $78.36 |
| Transport worker grade 6 | $30.48 | $42.67 | $54.86 | $67.05 | $79.24 |
| Transport worker grade 7 | $30.91 | $43.28 | $55.64 | $68.01 | $80.37 |
| Transport worker grade 8 | $31.81 | $44.54 | $57.26 | $69.99 | $82.71 |
| Transport worker grade 9 | $32.35 | $45.29 | $58.23 | $71.17 | $84.11 |
| Transport worker grade 10 | $33.15 | $46.41 | $59.67 | $72.93 | $86.19 |
| Distribution facility employee level 1 | $29.25 | $40.95 | $52.65 | $64.35 | $76.05 |
| Distribution facility employee level 2 | $29.76 | $41.67 | $53.57 | $65.48 | $77.38 |
| Distribution facility employee level 3 | $30.91 | $43.28 | $55.64 | $68.01 | $80.37 |
| Distribution facility employee level 4 | $32.35 | $45.29 | $58.23 | $71.17 | $84.11 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $30.65 | $42.91 | N/A | $67.43 | $79.69 |
| Transport worker grade 2 | $31.39 | $43.94 | N/A | $69.05 | $81.61 |
| Transport worker grade 3 | $31.75 | $44.45 | N/A | $69.85 | $82.55 |
| Transport worker grade 4 | $32.31 | $45.24 | N/A | $71.09 | $84.01 |
| Transport worker grade 5 | $32.71 | $45.80 | N/A | $71.97 | $85.05 |
| Transport worker grade 6 | $33.09 | $46.32 | N/A | $72.79 | $86.03 |
| Transport worker grade 7 | $33.56 | $46.99 | N/A | $73.84 | $87.26 |
| Transport worker grade 8 | $34.54 | $48.35 | N/A | $75.98 | $89.80 |
| Transport worker grade 9 | $35.13 | $49.18 | N/A | $77.28 | $91.33 |
| Transport worker grade 10 | $35.99 | $50.38 | N/A | $79.17 | $93.57 |

**Table 2 of 4**

| **Classification** | **Early work - Monday to Friday -** ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Saturday - shiftworker** | **Sunday - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $35.01 | $50.83 | $32.19 | $35.01 | $39.53 | $50.83 |
| Transport worker grade 2 | $35.85 | $52.04 | $32.96 | $35.85 | $40.48 | $52.04 |
| Transport worker grade 3 | $36.27 | $52.65 | $33.35 | $36.27 | $40.95 | $52.65 |
| Transport worker grade 4 | $36.91 | $53.57 | $33.93 | $36.91 | $41.67 | $53.57 |
| Transport worker grade 5 | $37.37 | $54.25 | $34.36 | $37.37 | $42.19 | $54.25 |
| Transport worker grade 6 | $37.79 | $54.86 | $34.74 | $37.79 | $42.67 | $54.86 |
| Transport worker grade 7 | $38.33 | $55.64 | $35.24 | $38.33 | $43.28 | $55.64 |
| Transport worker grade 8 | $39.45 | $57.26 | $36.27 | $39.45 | $44.54 | $57.26 |
| Transport worker grade 9 | $40.11 | $58.23 | $36.88 | $40.11 | $45.29 | $58.23 |
| Transport worker grade 10 | $41.11 | $59.67 | $37.79 | $41.11 | $46.41 | $59.67 |
| Distribution facility employee level 1 | $36.27 | $52.65 | $33.35 | $36.27 | $40.95 | $52.65 |
| Distribution facility employee level 2 | $36.91 | $53.57 | $33.93 | $36.91 | $41.67 | $53.57 |
| Distribution facility employee level 3 | $38.33 | $55.64 | $35.24 | $38.33 | $43.28 | $55.64 |
| Distribution facility employee level 4 | $40.11 | $58.23 | $36.88 | $40.11 | $45.29 | $58.23 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | N/A | $55.17 | $34.94 | $38.01 | $42.91 | $55.17 |
| Transport worker grade 2 | N/A | $56.50 | $35.78 | $38.92 | $43.94 | $56.50 |
| Transport worker grade 3 | N/A | $57.15 | $36.20 | $39.37 | $44.45 | $57.15 |
| Transport worker grade 4 | N/A | $58.16 | $36.84 | $40.07 | $45.24 | $58.16 |
| Transport worker grade 5 | N/A | $58.88 | $37.29 | $40.56 | $45.80 | $58.88 |
| Transport worker grade 6 | N/A | $59.56 | $37.72 | $41.03 | $46.32 | $59.56 |
| Transport worker grade 7 | N/A | $60.41 | $38.26 | $41.62 | $46.99 | $60.41 |
| Transport worker grade 8 | N/A | $62.17 | $39.37 | $42.83 | $48.35 | $62.17 |
| Transport worker grade 9 | N/A | $63.23 | $40.04 | $43.56 | $49.18 | $63.23 |
| Transport worker grade 10 | N/A | $64.78 | $41.03 | $44.62 | $50.38 | $64.78 |

**Table 3 of 4**

| **Classification** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $62.12 | $39.53 | $50.83 | $36.14 | $47.44 | $36.14 |
| Transport worker grade 2 | $63.61 | $40.48 | $52.04 | $37.01 | $48.57 | $37.01 |
| Transport worker grade 3 | $64.35 | $40.95 | $52.65 | $37.44 | $49.14 | $37.44 |
| Transport worker grade 4 | $65.48 | $41.67 | $53.57 | $38.10 | $50.00 | $38.10 |
| Transport worker grade 5 | $66.30 | $42.19 | $54.25 | $38.58 | $50.63 | $38.58 |
| Transport worker grade 6 | $67.05 | $42.67 | $54.86 | $39.01 | $51.20 | $39.01 |
| Transport worker grade 7 | $68.01 | $43.28 | $55.64 | $39.57 | $51.93 | $39.57 |
| Transport worker grade 8 | $69.99 | $44.54 | $57.26 | $40.72 | $53.45 | $40.72 |
| Transport worker grade 9 | $71.17 | $45.29 | $58.23 | $41.41 | $54.35 | $41.41 |
| Transport worker grade 10 | $72.93 | $46.41 | $59.67 | $42.43 | $55.69 | $42.43 |
| Distribution facility employee level 1 | $64.35 | $40.95 | $52.65 | $37.44 | $49.14 | $37.44 |
| Distribution facility employee level 2 | $65.48 | $41.67 | $53.57 | $38.10 | $50.00 | $38.10 |
| Distribution facility employee level 3 | $68.01 | $43.28 | $55.64 | $39.57 | $51.93 | $39.57 |
| Distribution facility employee level 4 | $71.17 | $45.29 | $58.23 | $41.41 | $54.35 | $41.41 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $67.43 | $42.91 | $55.17 | $39.23 | $51.49 | $39.23 |
| Transport worker grade 2 | $69.05 | $43.94 | $56.50 | $40.18 | $52.73 | $40.18 |
| Transport worker grade 3 | $69.85 | $44.45 | $57.15 | $40.64 | $53.34 | $40.64 |
| Transport worker grade 4 | $71.09 | $45.24 | $58.16 | $41.36 | $54.29 | $41.36 |
| Transport worker grade 5 | $71.97 | $45.80 | $58.88 | $41.87 | $54.96 | $41.87 |
| Transport worker grade 6 | $72.79 | $46.32 | $59.56 | $42.35 | $55.59 | $42.35 |
| Transport worker grade 7 | $73.84 | $46.99 | $60.41 | $42.96 | $56.39 | $42.96 |
| Transport worker grade 8 | $75.98 | $48.35 | $62.17 | $44.21 | $58.02 | $44.21 |
| Transport worker grade 9 | $77.28 | $49.18 | $63.23 | $44.96 | $59.01 | $44.96 |
| Transport worker grade 10 | $79.17 | $50.38 | $64.78 | $46.06 | $60.46 | $46.06 |

**Table 4 of 4**

| **Classification** | **Overtime - shiftworkers - after 2 hours** | **Overtime - call back - first 2 hours** | **Overtime - call back - after 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $47.44 | $36.14 | $47.44 | N/A | N/A |
| Transport worker grade 2 | $48.57 | $37.01 | $48.57 | N/A | N/A |
| Transport worker grade 3 | $49.14 | $37.44 | $49.14 | N/A | N/A |
| Transport worker grade 4 | $50.00 | $38.10 | $50.00 | N/A | N/A |
| Transport worker grade 5 | $50.63 | $38.58 | $50.63 | N/A | N/A |
| Transport worker grade 6 | $51.20 | $39.01 | $51.20 | N/A | N/A |
| Transport worker grade 7 | $51.93 | $39.57 | $51.93 | N/A | N/A |
| Transport worker grade 8 | $53.45 | $40.72 | $53.45 | N/A | N/A |
| Transport worker grade 9 | $54.35 | $41.41 | $54.35 | N/A | N/A |
| Transport worker grade 10 | $55.69 | $42.43 | $55.69 | N/A | N/A |
| Distribution facility employee level 1 | $49.14 | $37.44 | $49.14 | N/A | N/A |
| Distribution facility employee level 2 | $50.00 | $38.10 | $50.00 | N/A | N/A |
| Distribution facility employee level 3 | $51.93 | $39.57 | $51.93 | N/A | N/A |
| Distribution facility employee level 4 | $54.35 | $41.41 | $54.35 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $51.49 | $39.23 | $51.49 | $39.23 | $51.49 |
| Transport worker grade 2 | $52.73 | $40.18 | $52.73 | $40.18 | $52.73 |
| Transport worker grade 3 | $53.34 | $40.64 | $53.34 | $40.64 | $53.34 |
| Transport worker grade 4 | $54.29 | $41.36 | $54.29 | $41.36 | $54.29 |
| Transport worker grade 5 | $54.96 | $41.87 | $54.96 | $41.87 | $54.96 |
| Transport worker grade 6 | $55.59 | $42.35 | $55.59 | $42.35 | $55.59 |
| Transport worker grade 7 | $56.39 | $42.96 | $56.39 | $42.96 | $56.39 |
| Transport worker grade 8 | $58.02 | $44.21 | $58.02 | $44.21 | $58.02 |
| Transport worker grade 9 | $59.01 | $44.96 | $59.01 | $44.96 | $59.01 |
| Transport worker grade 10 | $60.46 | $46.06 | $60.46 | $46.06 | $60.46 |

### Junior - Full-time & part-time - 18 years and under

When a junior aged 18 years or more is required to drive a motor vehicle and is in sole control of that vehicle, the employee must be paid the relevant adult rate.

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours - non-oil distribution workers and rural oil distribution workers** | **Sunday - agreement to work ordinary hours** | **Christmas Day - Saturday** | **Christmas Day - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $15.81 | $23.72 | $31.62 | $31.62 | $39.53 | $39.53 |
| Transport worker grade 2 | $16.19 | $24.29 | $32.38 | $32.38 | $40.48 | $40.48 |
| Transport worker grade 3 | $16.38 | $24.57 | $32.76 | $32.76 | $40.95 | $40.95 |
| Transport worker grade 4 | $16.67 | $25.01 | $33.34 | $33.34 | $41.68 | $41.68 |
| Transport worker grade 5 | $16.88 | $25.32 | $33.76 | $33.76 | $42.20 | $42.20 |
| Transport worker grade 6 | $17.07 | $25.61 | $34.14 | $34.14 | $42.68 | $42.68 |
| Transport worker grade 7 | $17.31 | $25.97 | $34.62 | $34.62 | $43.28 | $43.28 |
| Transport worker grade 8 | $17.82 | $26.73 | $35.64 | $35.64 | $44.55 | $44.55 |
| Transport worker grade 9 | $18.12 | $27.18 | $36.24 | $36.24 | $45.30 | $45.30 |
| Transport worker grade 10 | $18.56 | $27.84 | $37.12 | $37.12 | $46.40 | $46.40 |
| Distribution facility employee level 1 | $16.38 | $24.57 | $32.76 | $32.76 | $40.95 | $40.95 |
| Distribution facility employee level 2 | $16.67 | $25.01 | $33.34 | $33.34 | $41.68 | $41.68 |
| Distribution facility employee level 3 | $17.31 | $25.97 | $34.62 | $34.62 | $43.28 | $43.28 |
| Distribution facility employee level 4 | $18.12 | $27.18 | $36.24 | $36.24 | $45.30 | $45.30 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $17.16 | $25.74 | N/A | $34.32 | $42.90 | $42.90 |
| Transport worker grade 2 | $17.58 | $26.37 | N/A | $35.16 | $43.95 | $43.95 |
| Transport worker grade 3 | $17.78 | $26.67 | N/A | $35.56 | $44.45 | $44.45 |
| Transport worker grade 4 | $18.10 | $27.15 | N/A | $36.20 | $45.25 | $45.25 |
| Transport worker grade 5 | $18.32 | $27.48 | N/A | $36.64 | $45.80 | $45.80 |
| Transport worker grade 6 | $18.53 | $27.80 | N/A | $37.06 | $46.33 | $46.33 |
| Transport worker grade 7 | $18.80 | $28.20 | N/A | $37.60 | $47.00 | $47.00 |
| Transport worker grade 8 | $19.34 | $29.01 | N/A | $38.68 | $48.35 | $48.35 |
| Transport worker grade 9 | $19.67 | $29.51 | N/A | $39.34 | $49.18 | $49.18 |
| Transport worker grade 10 | $20.15 | $30.23 | N/A | $40.30 | $50.38 | $50.38 |

**Table 2 of 5**

| **Classification** | **Public holiday - Good Friday or Christmas Day** | **Early work - Monday to Friday** - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $47.43 | $20.55 | $31.62 | $18.58 | $20.55 |
| Transport worker grade 2 | $48.57 | $21.05 | $32.38 | $19.02 | $21.05 |
| Transport worker grade 3 | $49.14 | $21.29 | $32.76 | $19.25 | $21.29 |
| Transport worker grade 4 | $50.01 | $21.67 | $33.34 | $19.59 | $21.67 |
| Transport worker grade 5 | $50.64 | $21.94 | $33.76 | $19.83 | $21.94 |
| Transport worker grade 6 | $51.21 | $22.19 | $34.14 | $20.06 | $22.19 |
| Transport worker grade 7 | $51.93 | $22.50 | $34.62 | $20.34 | $22.50 |
| Transport worker grade 8 | $53.46 | $23.17 | $35.64 | $20.94 | $23.17 |
| Transport worker grade 9 | $54.36 | $23.56 | $36.24 | $21.29 | $23.56 |
| Transport worker grade 10 | $55.68 | $24.13 | $37.12 | $21.81 | $24.13 |
| Distribution facility employee level 1 | $49.14 | $21.29 | $32.76 | $19.25 | $21.29 |
| Distribution facility employee level 2 | $50.01 | $21.67 | $33.34 | $19.59 | $21.67 |
| Distribution facility employee level 3 | $51.93 | $22.50 | $34.62 | $20.34 | $22.50 |
| Distribution facility employee level 4 | $54.36 | $23.56 | $36.24 | $21.29 | $23.56 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $51.48 | N/A | $34.32 | $20.16 | $22.31 |
| Transport worker grade 2 | $52.74 | N/A | $35.16 | $20.66 | $22.85 |
| Transport worker grade 3 | $53.34 | N/A | $35.56 | $20.89 | $23.11 |
| Transport worker grade 4 | $54.30 | N/A | $36.20 | $21.27 | $23.53 |
| Transport worker grade 5 | $54.96 | N/A | $36.64 | $21.53 | $23.82 |
| Transport worker grade 6 | $55.59 | N/A | $37.06 | $21.77 | $24.09 |
| Transport worker grade 7 | $56.40 | N/A | $37.60 | $22.09 | $24.44 |
| Transport worker grade 8 | $58.02 | N/A | $38.68 | $22.72 | $25.14 |
| Transport worker grade 9 | $59.01 | N/A | $39.34 | $23.11 | $25.57 |
| Transport worker grade 10 | $60.45 | N/A | $40.30 | $23.68 | $26.20 |

**Table 3 of 5**

| **Classification** | **Saturday - shiftworker** | **Sunday - shiftworker** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $23.72 | $31.62 | $39.53 | $23.72 | $31.62 | $23.72 |
| Transport worker grade 2 | $24.29 | $32.38 | $40.48 | $24.29 | $32.38 | $24.29 |
| Transport worker grade 3 | $24.57 | $32.76 | $40.95 | $24.57 | $32.76 | $24.57 |
| Transport worker grade 4 | $25.01 | $33.34 | $41.68 | $25.01 | $33.34 | $25.01 |
| Transport worker grade 5 | $25.32 | $33.76 | $42.20 | $25.32 | $33.76 | $25.32 |
| Transport worker grade 6 | $25.61 | $34.14 | $42.68 | $25.61 | $34.14 | $25.61 |
| Transport worker grade 7 | $25.97 | $34.62 | $43.28 | $25.97 | $34.62 | $25.97 |
| Transport worker grade 8 | $26.73 | $35.64 | $44.55 | $26.73 | $35.64 | $26.73 |
| Transport worker grade 9 | $27.18 | $36.24 | $45.30 | $27.18 | $36.24 | $27.18 |
| Transport worker grade 10 | $27.84 | $37.12 | $46.40 | $27.84 | $37.12 | $27.84 |
| Distribution facility employee level 1 | $24.57 | $32.76 | $40.95 | $24.57 | $32.76 | $24.57 |
| Distribution facility employee level 2 | $25.01 | $33.34 | $41.68 | $25.01 | $33.34 | $25.01 |
| Distribution facility employee level 3 | $25.97 | $34.62 | $43.28 | $25.97 | $34.62 | $25.97 |
| Distribution facility employee level 4 | $27.18 | $36.24 | $45.30 | $27.18 | $36.24 | $27.18 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $25.74 | $34.32 | $42.90 | $25.74 | $34.32 | $25.74 |
| Transport worker grade 2 | $26.37 | $35.16 | $43.95 | $26.37 | $35.16 | $26.37 |
| Transport worker grade 3 | $26.67 | $35.56 | $44.45 | $26.67 | $35.56 | $26.67 |
| Transport worker grade 4 | $27.15 | $36.20 | $45.25 | $27.15 | $36.20 | $27.15 |
| Transport worker grade 5 | $27.48 | $36.64 | $45.80 | $27.48 | $36.64 | $27.48 |
| Transport worker grade 6 | $27.80 | $37.06 | $46.33 | $27.80 | $37.06 | $27.80 |
| Transport worker grade 7 | $28.20 | $37.60 | $47.00 | $28.20 | $37.60 | $28.20 |
| Transport worker grade 8 | $29.01 | $38.68 | $48.35 | $29.01 | $38.68 | $29.01 |
| Transport worker grade 9 | $29.51 | $39.34 | $49.18 | $29.51 | $39.34 | $29.51 |
| Transport worker grade 10 | $30.23 | $40.30 | $50.38 | $30.23 | $40.30 | $30.23 |

**Table 4 of 5**

| **Classification** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** | **Overtime - shiftworkers - after 2 hours** | **Overtime - public holiday** | **Overtime - public holiday - Good Friday or Christmas Day** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $31.62 | $23.72 | $31.62 | $39.53 | $47.43 |
| Transport worker grade 2 | $32.38 | $24.29 | $32.38 | $40.48 | $48.57 |
| Transport worker grade 3 | $32.76 | $24.57 | $32.76 | $40.95 | $49.14 |
| Transport worker grade 4 | $33.34 | $25.01 | $33.34 | $41.68 | $50.01 |
| Transport worker grade 5 | $33.76 | $25.32 | $33.76 | $42.20 | $50.64 |
| Transport worker grade 6 | $34.14 | $25.61 | $34.14 | $42.68 | $51.21 |
| Transport worker grade 7 | $34.62 | $25.97 | $34.62 | $43.28 | $51.93 |
| Transport worker grade 8 | $35.64 | $26.73 | $35.64 | $44.55 | $53.46 |
| Transport worker grade 9 | $36.24 | $27.18 | $36.24 | $45.30 | $54.36 |
| Transport worker grade 10 | $37.12 | $27.84 | $37.12 | $46.40 | $55.68 |
| Distribution facility employee level 1 | $32.76 | $24.57 | $32.76 | $40.95 | $49.14 |
| Distribution facility employee level 2 | $33.34 | $25.01 | $33.34 | $41.68 | $50.01 |
| Distribution facility employee level 3 | $34.62 | $25.97 | $34.62 | $43.28 | $51.93 |
| Distribution facility employee level 4 | $36.24 | $27.18 | $36.24 | $45.30 | $54.36 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $34.32 | $25.74 | $34.32 | $42.90 | $51.48 |
| Transport worker grade 2 | $35.16 | $26.37 | $35.16 | $43.95 | $52.74 |
| Transport worker grade 3 | $35.56 | $26.67 | $35.56 | $44.45 | $53.34 |
| Transport worker grade 4 | $36.20 | $27.15 | $36.20 | $45.25 | $54.30 |
| Transport worker grade 5 | $36.64 | $27.48 | $36.64 | $45.80 | $54.96 |
| Transport worker grade 6 | $37.06 | $27.80 | $37.06 | $46.33 | $55.59 |
| Transport worker grade 7 | $37.60 | $28.20 | $37.60 | $47.00 | $56.40 |
| Transport worker grade 8 | $38.68 | $29.01 | $38.68 | $48.35 | $58.02 |
| Transport worker grade 9 | $39.34 | $29.51 | $39.34 | $49.18 | $59.01 |
| Transport worker grade 10 | $40.30 | $30.23 | $40.30 | $50.38 | $60.45 |

**Table 5 of 5**

| **Classification** | **Overtime - call back - first 2 hours** | **Overtime - call back - after 2 hours** | **Less than 10 hour break after overtime** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $23.72 | $31.62 | $31.62 | N/A | N/A |
| Transport worker grade 2 | $24.29 | $32.38 | $32.38 | N/A | N/A |
| Transport worker grade 3 | $24.57 | $32.76 | $32.76 | N/A | N/A |
| Transport worker grade 4 | $25.01 | $33.34 | $33.34 | N/A | N/A |
| Transport worker grade 5 | $25.32 | $33.76 | $33.76 | N/A | N/A |
| Transport worker grade 6 | $25.61 | $34.14 | $34.14 | N/A | N/A |
| Transport worker grade 7 | $25.97 | $34.62 | $34.62 | N/A | N/A |
| Transport worker grade 8 | $26.73 | $35.64 | $35.64 | N/A | N/A |
| Transport worker grade 9 | $27.18 | $36.24 | $36.24 | N/A | N/A |
| Transport worker grade 10 | $27.84 | $37.12 | $37.12 | N/A | N/A |
| Distribution facility employee level 1 | $24.57 | $32.76 | $32.76 | N/A | N/A |
| Distribution facility employee level 2 | $25.01 | $33.34 | $33.34 | N/A | N/A |
| Distribution facility employee level 3 | $25.97 | $34.62 | $34.62 | N/A | N/A |
| Distribution facility employee level 4 | $27.18 | $36.24 | $36.24 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $25.74 | $34.32 | $34.32 | $25.74 | $34.32 |
| Transport worker grade 2 | $26.37 | $35.16 | $35.16 | $26.37 | $35.16 |
| Transport worker grade 3 | $26.67 | $35.56 | $35.56 | $26.67 | $35.56 |
| Transport worker grade 4 | $27.15 | $36.20 | $36.20 | $27.15 | $36.20 |
| Transport worker grade 5 | $27.48 | $36.64 | $36.64 | $27.48 | $36.64 |
| Transport worker grade 6 | $27.80 | $37.06 | $37.06 | $27.80 | $37.06 |
| Transport worker grade 7 | $28.20 | $37.60 | $37.60 | $28.20 | $37.60 |
| Transport worker grade 8 | $29.01 | $38.68 | $38.68 | $29.01 | $38.68 |
| Transport worker grade 9 | $29.51 | $39.34 | $39.34 | $29.51 | $39.34 |
| Transport worker grade 10 | $30.23 | $40.30 | $40.30 | $30.23 | $40.30 |

### Junior - Full-time & part-time - 19 years

When a junior aged 18 years or more is required to drive a motor vehicle and is in sole control of that vehicle, the employee must be paid the relevant adult rate.

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours - non-oil distribution workers and rural oil distribution workers** | **Sunday - agreement to work ordinary hours** | **Christmas Day - Saturday** | **Christmas Day - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $18.07 | $27.11 | $36.14 | $36.14 | $45.18 | $45.18 |
| Transport worker grade 2 | $18.50 | $27.75 | $37.00 | $37.00 | $46.25 | $46.25 |
| Transport worker grade 3 | $18.72 | $28.08 | $37.44 | $37.44 | $46.80 | $46.80 |
| Transport worker grade 4 | $19.05 | $28.58 | $38.10 | $38.10 | $47.63 | $47.63 |
| Transport worker grade 5 | $19.29 | $28.94 | $38.58 | $38.58 | $48.23 | $48.23 |
| Transport worker grade 6 | $19.50 | $29.25 | $39.00 | $39.00 | $48.75 | $48.75 |
| Transport worker grade 7 | $19.78 | $29.67 | $39.56 | $39.56 | $49.45 | $49.45 |
| Transport worker grade 8 | $20.36 | $30.54 | $40.72 | $40.72 | $50.90 | $50.90 |
| Transport worker grade 9 | $20.70 | $31.05 | $41.40 | $41.40 | $51.75 | $51.75 |
| Transport worker grade 10 | $21.22 | $31.83 | $42.44 | $42.44 | $53.05 | $53.05 |
| Distribution facility employee level 1 | $18.72 | $28.08 | $37.44 | $37.44 | $46.80 | $46.80 |
| Distribution facility employee level 2 | $19.05 | $28.58 | $38.10 | $38.10 | $47.63 | $47.63 |
| Distribution facility employee level 3 | $19.78 | $29.67 | $39.56 | $39.56 | $49.45 | $49.45 |
| Distribution facility employee level 4 | $20.70 | $31.05 | $41.40 | $41.40 | $51.75 | $51.75 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $19.62 | $29.43 | N/A | $39.24 | $49.05 | $49.05 |
| Transport worker grade 2 | $20.09 | $30.14 | N/A | $40.18 | $50.23 | $50.23 |
| Transport worker grade 3 | $20.32 | $30.48 | N/A | $40.64 | $50.80 | $50.80 |
| Transport worker grade 4 | $20.68 | $31.02 | N/A | $41.36 | $51.70 | $51.70 |
| Transport worker grade 5 | $20.94 | $31.41 | N/A | $41.88 | $52.35 | $52.35 |
| Transport worker grade 6 | $21.18 | $31.77 | N/A | $42.36 | $52.95 | $52.95 |
| Transport worker grade 7 | $21.48 | $32.22 | N/A | $42.96 | $53.70 | $53.70 |
| Transport worker grade 8 | $22.10 | $33.15 | N/A | $44.20 | $55.25 | $55.25 |
| Transport worker grade 9 | $22.48 | $33.72 | N/A | $44.96 | $56.20 | $56.20 |
| Transport worker grade 10 | $23.03 | $34.55 | N/A | $46.06 | $57.58 | $57.58 |

**Table 2 of 5**

| **Classification** | **Public holiday - Good Friday or Christmas Day** | **Early work - Monday to Friday -** ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $54.21 | $23.49 | $36.14 | $21.23 | $23.49 |
| Transport worker grade 2 | $55.50 | $24.05 | $37.00 | $21.74 | $24.05 |
| Transport worker grade 3 | $56.16 | $24.34 | $37.44 | $22.00 | $24.34 |
| Transport worker grade 4 | $57.15 | $24.77 | $38.10 | $22.38 | $24.77 |
| Transport worker grade 5 | $57.87 | $25.08 | $38.58 | $22.67 | $25.08 |
| Transport worker grade 6 | $58.50 | $25.35 | $39.00 | $22.91 | $25.35 |
| Transport worker grade 7 | $59.34 | $25.71 | $39.56 | $23.24 | $25.71 |
| Transport worker grade 8 | $61.08 | $26.47 | $40.72 | $23.92 | $26.47 |
| Transport worker grade 9 | $62.10 | $26.91 | $41.40 | $24.32 | $26.91 |
| Transport worker grade 10 | $63.66 | $27.59 | $42.44 | $24.93 | $27.59 |
| Distribution facility employee level 1 | $56.16 | $24.34 | $37.44 | $22.00 | $24.34 |
| Distribution facility employee level 2 | $57.15 | $24.77 | $38.10 | $22.38 | $24.77 |
| Distribution facility employee level 3 | $59.34 | $25.71 | $39.56 | $23.24 | $25.71 |
| Distribution facility employee level 4 | $62.10 | $26.91 | $41.40 | $24.32 | $26.91 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $58.86 | N/A | $39.24 | $23.05 | $25.51 |
| Transport worker grade 2 | $60.27 | N/A | $40.18 | $23.61 | $26.12 |
| Transport worker grade 3 | $60.96 | N/A | $40.64 | $23.88 | $26.42 |
| Transport worker grade 4 | $62.04 | N/A | $41.36 | $24.30 | $26.88 |
| Transport worker grade 5 | $62.82 | N/A | $41.88 | $24.60 | $27.22 |
| Transport worker grade 6 | $63.54 | N/A | $42.36 | $24.89 | $27.53 |
| Transport worker grade 7 | $64.44 | N/A | $42.96 | $25.24 | $27.92 |
| Transport worker grade 8 | $66.30 | N/A | $44.20 | $25.97 | $28.73 |
| Transport worker grade 9 | $67.44 | N/A | $44.96 | $26.41 | $29.22 |
| Transport worker grade 10 | $69.09 | N/A | $46.06 | $27.06 | $29.94 |

**Table 3 of 5**

| **Classification** | **Saturday - shiftworker** | **Sunday - shiftworker** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $27.11 | $36.14 | $45.18 | $27.11 | $36.14 | $27.11 |
| Transport worker grade 2 | $27.75 | $37.00 | $46.25 | $27.75 | $37.00 | $27.75 |
| Transport worker grade 3 | $28.08 | $37.44 | $46.80 | $28.08 | $37.44 | $28.08 |
| Transport worker grade 4 | $28.58 | $38.10 | $47.63 | $28.58 | $38.10 | $28.58 |
| Transport worker grade 5 | $28.94 | $38.58 | $48.23 | $28.94 | $38.58 | $28.94 |
| Transport worker grade 6 | $29.25 | $39.00 | $48.75 | $29.25 | $39.00 | $29.25 |
| Transport worker grade 7 | $29.67 | $39.56 | $49.45 | $29.67 | $39.56 | $29.67 |
| Transport worker grade 8 | $30.54 | $40.72 | $50.90 | $30.54 | $40.72 | $30.54 |
| Transport worker grade 9 | $31.05 | $41.40 | $51.75 | $31.05 | $41.40 | $31.05 |
| Transport worker grade 10 | $31.83 | $42.44 | $53.05 | $31.83 | $42.44 | $31.83 |
| Distribution facility employee level 1 | $28.08 | $37.44 | $46.80 | $28.08 | $37.44 | $28.08 |
| Distribution facility employee level 2 | $28.58 | $38.10 | $47.63 | $28.58 | $38.10 | $28.58 |
| Distribution facility employee level 3 | $29.67 | $39.56 | $49.45 | $29.67 | $39.56 | $29.67 |
| Distribution facility employee level 4 | $31.05 | $41.40 | $51.75 | $31.05 | $41.40 | $31.05 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $29.43 | $39.24 | $49.05 | $29.43 | $39.24 | $29.43 |
| Transport worker grade 2 | $30.14 | $40.18 | $50.23 | $30.14 | $40.18 | $30.14 |
| Transport worker grade 3 | $30.48 | $40.64 | $50.80 | $30.48 | $40.64 | $30.48 |
| Transport worker grade 4 | $31.02 | $41.36 | $51.70 | $31.02 | $41.36 | $31.02 |
| Transport worker grade 5 | $31.41 | $41.88 | $52.35 | $31.41 | $41.88 | $31.41 |
| Transport worker grade 6 | $31.77 | $42.36 | $52.95 | $31.77 | $42.36 | $31.77 |
| Transport worker grade 7 | $32.22 | $42.96 | $53.70 | $32.22 | $42.96 | $32.22 |
| Transport worker grade 8 | $33.15 | $44.20 | $55.25 | $33.15 | $44.20 | $33.15 |
| Transport worker grade 9 | $33.72 | $44.96 | $56.20 | $33.72 | $44.96 | $33.72 |
| Transport worker grade 10 | $34.55 | $46.06 | $57.58 | $34.55 | $46.06 | $34.55 |

**Table 4 of 5**

| **Classification** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** | **Overtime - shiftworkers - after 2 hours** | **Overtime - public holiday** | **Overtime - public holiday - Good Friday or Christmas Day** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $36.14 | $27.11 | $36.14 | $45.18 | $54.21 |
| Transport worker grade 2 | $37.00 | $27.75 | $37.00 | $46.25 | $55.50 |
| Transport worker grade 3 | $37.44 | $28.08 | $37.44 | $46.80 | $56.16 |
| Transport worker grade 4 | $38.10 | $28.58 | $38.10 | $47.63 | $57.15 |
| Transport worker grade 5 | $38.58 | $28.94 | $38.58 | $48.23 | $57.87 |
| Transport worker grade 6 | $39.00 | $29.25 | $39.00 | $48.75 | $58.50 |
| Transport worker grade 7 | $39.56 | $29.67 | $39.56 | $49.45 | $59.34 |
| Transport worker grade 8 | $40.72 | $30.54 | $40.72 | $50.90 | $61.08 |
| Transport worker grade 9 | $41.40 | $31.05 | $41.40 | $51.75 | $62.10 |
| Transport worker grade 10 | $42.44 | $31.83 | $42.44 | $53.05 | $63.66 |
| Distribution facility employee level 1 | $37.44 | $28.08 | $37.44 | $46.80 | $56.16 |
| Distribution facility employee level 2 | $38.10 | $28.58 | $38.10 | $47.63 | $57.15 |
| Distribution facility employee level 3 | $39.56 | $29.67 | $39.56 | $49.45 | $59.34 |
| Distribution facility employee level 4 | $41.40 | $31.05 | $41.40 | $51.75 | $62.10 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $39.24 | $29.43 | $39.24 | $49.05 | $58.86 |
| Transport worker grade 2 | $40.18 | $30.14 | $40.18 | $50.23 | $60.27 |
| Transport worker grade 3 | $40.64 | $30.48 | $40.64 | $50.80 | $60.96 |
| Transport worker grade 4 | $41.36 | $31.02 | $41.36 | $51.70 | $62.04 |
| Transport worker grade 5 | $41.88 | $31.41 | $41.88 | $52.35 | $62.82 |
| Transport worker grade 6 | $42.36 | $31.77 | $42.36 | $52.95 | $63.54 |
| Transport worker grade 7 | $42.96 | $32.22 | $42.96 | $53.70 | $64.44 |
| Transport worker grade 8 | $44.20 | $33.15 | $44.20 | $55.25 | $66.30 |
| Transport worker grade 9 | $44.96 | $33.72 | $44.96 | $56.20 | $67.44 |
| Transport worker grade 10 | $46.06 | $34.55 | $46.06 | $57.58 | $69.09 |

**Table 5 of 5**

| **Classification** | **Overtime - call back - first 2 hours** | **Overtime - call back - after 2 hours** | **Less than 10 hour break after overtime** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $27.11 | $36.14 | $36.14 | N/A | N/A |
| Transport worker grade 2 | $27.75 | $37.00 | $37.00 | N/A | N/A |
| Transport worker grade 3 | $28.08 | $37.44 | $37.44 | N/A | N/A |
| Transport worker grade 4 | $28.58 | $38.10 | $38.10 | N/A | N/A |
| Transport worker grade 5 | $28.94 | $38.58 | $38.58 | N/A | N/A |
| Transport worker grade 6 | $29.25 | $39.00 | $39.00 | N/A | N/A |
| Transport worker grade 7 | $29.67 | $39.56 | $39.56 | N/A | N/A |
| Transport worker grade 8 | $30.54 | $40.72 | $40.72 | N/A | N/A |
| Transport worker grade 9 | $31.05 | $41.40 | $41.40 | N/A | N/A |
| Transport worker grade 10 | $31.83 | $42.44 | $42.44 | N/A | N/A |
| Distribution facility employee level 1 | $28.08 | $37.44 | $37.44 | N/A | N/A |
| Distribution facility employee level 2 | $28.58 | $38.10 | $38.10 | N/A | N/A |
| Distribution facility employee level 3 | $29.67 | $39.56 | $39.56 | N/A | N/A |
| Distribution facility employee level 4 | $31.05 | $41.40 | $41.40 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $29.43 | $39.24 | $39.24 | $29.43 | $39.24 |
| Transport worker grade 2 | $30.14 | $40.18 | $40.18 | $30.14 | $40.18 |
| Transport worker grade 3 | $30.48 | $40.64 | $40.64 | $30.48 | $40.64 |
| Transport worker grade 4 | $31.02 | $41.36 | $41.36 | $31.02 | $41.36 |
| Transport worker grade 5 | $31.41 | $41.88 | $41.88 | $31.41 | $41.88 |
| Transport worker grade 6 | $31.77 | $42.36 | $42.36 | $31.77 | $42.36 |
| Transport worker grade 7 | $32.22 | $42.96 | $42.96 | $32.22 | $42.96 |
| Transport worker grade 8 | $33.15 | $44.20 | $44.20 | $33.15 | $44.20 |
| Transport worker grade 9 | $33.72 | $44.96 | $44.96 | $33.72 | $44.96 |
| Transport worker grade 10 | $34.55 | $46.06 | $46.06 | $34.55 | $46.06 |

### Junior - Casual - 18 years and under

When a junior aged 18 years or more is required to drive a motor vehicle and is in sole control of that vehicle, the employee must be paid the relevant adult rate.

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours - non-oil distribution workers and rural oil distribution workers** | **Sunday - agreement to work ordinary hours** | **Public holidays** | **Public holiday - Good Friday/Christmas Day** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $19.76 | $27.67 | $35.57 | $43.48 | $51.38 |
| Transport worker grade 2 | $20.24 | $28.33 | $36.43 | $44.52 | $52.62 |
| Transport worker grade 3 | $20.48 | $28.67 | $36.86 | $45.05 | $53.24 |
| Transport worker grade 4 | $20.84 | $29.17 | $37.51 | $45.84 | $54.18 |
| Transport worker grade 5 | $21.10 | $29.54 | $37.98 | $46.42 | $54.86 |
| Transport worker grade 6 | $21.34 | $29.87 | $38.41 | $46.94 | $55.48 |
| Transport worker grade 7 | $21.64 | $30.29 | $38.95 | $47.60 | $56.26 |
| Transport worker grade 8 | $22.28 | $31.19 | $40.10 | $49.01 | $57.92 |
| Transport worker grade 9 | $22.65 | $31.71 | $40.77 | $49.83 | $58.89 |
| Transport worker grade 10 | $23.20 | $32.48 | $41.76 | $51.04 | $60.32 |
| Distribution facility employee level 1 | $20.48 | $28.67 | $36.86 | $45.05 | $53.24 |
| Distribution facility employee level 2 | $20.84 | $29.17 | $37.51 | $45.84 | $54.18 |
| Distribution facility employee level 3 | $21.64 | $30.29 | $38.95 | $47.60 | $56.26 |
| Distribution facility employee level 4 | $22.65 | $31.71 | $40.77 | $49.83 | $58.89 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $21.45 | $30.03 | N/A | $47.19 | $55.77 |
| Transport worker grade 2 | $21.98 | $30.77 | N/A | $48.35 | $57.14 |
| Transport worker grade 3 | $22.23 | $31.12 | N/A | $48.90 | $57.79 |
| Transport worker grade 4 | $22.63 | $31.68 | N/A | $49.78 | $58.83 |
| Transport worker grade 5 | $22.90 | $32.06 | N/A | $50.38 | $59.54 |
| Transport worker grade 6 | $23.16 | $32.43 | N/A | $50.96 | $60.22 |
| Transport worker grade 7 | $23.50 | $32.90 | N/A | $51.70 | $61.10 |
| Transport worker grade 8 | $24.18 | $33.85 | N/A | $53.19 | $62.86 |
| Transport worker grade 9 | $24.59 | $34.42 | N/A | $54.09 | $63.93 |
| Transport worker grade 10 | $25.19 | $35.26 | N/A | $55.41 | $65.49 |

**Table 2 of 4**

| **Classification** | **Early work - Monday to Friday -** ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Saturday - shiftworker** | **Sunday - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $24.51 | $35.57 | $22.53 | $24.51 | $27.67 | $35.57 |
| Transport worker grade 2 | $25.09 | $36.43 | $23.07 | $25.09 | $28.33 | $36.43 |
| Transport worker grade 3 | $25.39 | $36.86 | $23.34 | $25.39 | $28.67 | $36.86 |
| Transport worker grade 4 | $25.84 | $37.51 | $23.75 | $25.84 | $29.17 | $37.51 |
| Transport worker grade 5 | $26.16 | $37.98 | $24.05 | $26.16 | $29.54 | $37.98 |
| Transport worker grade 6 | $26.46 | $38.41 | $24.32 | $26.46 | $29.87 | $38.41 |
| Transport worker grade 7 | $26.83 | $38.95 | $24.67 | $26.83 | $30.29 | $38.95 |
| Transport worker grade 8 | $27.62 | $40.10 | $25.39 | $27.62 | $31.19 | $40.10 |
| Transport worker grade 9 | $28.09 | $40.77 | $25.82 | $28.09 | $31.71 | $40.77 |
| Transport worker grade 10 | $28.77 | $41.76 | $26.45 | $28.77 | $32.48 | $41.76 |
| Distribution facility employee level 1 | $25.39 | $36.86 | $23.34 | $25.39 | $28.67 | $36.86 |
| Distribution facility employee level 2 | $25.84 | $37.51 | $23.75 | $25.84 | $29.17 | $37.51 |
| Distribution facility employee level 3 | $26.83 | $38.95 | $24.67 | $26.83 | $30.29 | $38.95 |
| Distribution facility employee level 4 | $28.09 | $40.77 | $25.82 | $28.09 | $31.71 | $40.77 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | N/A | $38.61 | $24.45 | $26.60 | $30.03 | $38.61 |
| Transport worker grade 2 | N/A | $39.56 | $25.05 | $27.25 | $30.77 | $39.56 |
| Transport worker grade 3 | N/A | $40.01 | $25.34 | $27.56 | $31.12 | $40.01 |
| Transport worker grade 4 | N/A | $40.73 | $25.79 | $28.06 | $31.68 | $40.73 |
| Transport worker grade 5 | N/A | $41.22 | $26.11 | $28.40 | $32.06 | $41.22 |
| Transport worker grade 6 | N/A | $41.69 | $26.41 | $28.72 | $32.43 | $41.69 |
| Transport worker grade 7 | N/A | $42.30 | $26.79 | $29.14 | $32.90 | $42.30 |
| Transport worker grade 8 | N/A | $43.52 | $27.56 | $29.98 | $33.85 | $43.52 |
| Transport worker grade 9 | N/A | $44.26 | $28.03 | $30.49 | $34.42 | $44.26 |
| Transport worker grade 10 | N/A | $45.34 | $28.71 | $31.23 | $35.26 | $45.34 |

**Table 3 of 4**

| **Classification** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $43.48 | $27.67 | $35.57 | $25.30 | $33.20 | $25.30 |
| Transport worker grade 2 | $44.52 | $28.33 | $36.43 | $25.90 | $34.00 | $25.90 |
| Transport worker grade 3 | $45.05 | $28.67 | $36.86 | $26.21 | $34.40 | $26.21 |
| Transport worker grade 4 | $45.84 | $29.17 | $37.51 | $26.67 | $35.01 | $26.67 |
| Transport worker grade 5 | $46.42 | $29.54 | $37.98 | $27.01 | $35.45 | $27.01 |
| Transport worker grade 6 | $46.94 | $29.87 | $38.41 | $27.31 | $35.85 | $27.31 |
| Transport worker grade 7 | $47.60 | $30.29 | $38.95 | $27.70 | $36.35 | $27.70 |
| Transport worker grade 8 | $49.01 | $31.19 | $40.10 | $28.51 | $37.42 | $28.51 |
| Transport worker grade 9 | $49.83 | $31.71 | $40.77 | $28.99 | $38.05 | $28.99 |
| Transport worker grade 10 | $51.04 | $32.48 | $41.76 | $29.70 | $38.98 | $29.70 |
| Distribution facility employee level 1 | $45.05 | $28.67 | $36.86 | $26.21 | $34.40 | $26.21 |
| Distribution facility employee level 2 | $45.84 | $29.17 | $37.51 | $26.67 | $35.01 | $26.67 |
| Distribution facility employee level 3 | $47.60 | $30.29 | $38.95 | $27.70 | $36.35 | $27.70 |
| Distribution facility employee level 4 | $49.83 | $31.71 | $40.77 | $28.99 | $38.05 | $28.99 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $47.19 | $30.03 | $38.61 | $27.46 | $36.04 | $27.46 |
| Transport worker grade 2 | $48.35 | $30.77 | $39.56 | $28.13 | $36.92 | $28.13 |
| Transport worker grade 3 | $48.90 | $31.12 | $40.01 | $28.45 | $37.34 | $28.45 |
| Transport worker grade 4 | $49.78 | $31.68 | $40.73 | $28.96 | $38.01 | $28.96 |
| Transport worker grade 5 | $50.38 | $32.06 | $41.22 | $29.31 | $38.47 | $29.31 |
| Transport worker grade 6 | $50.96 | $32.43 | $41.69 | $29.65 | $38.91 | $29.65 |
| Transport worker grade 7 | $51.70 | $32.90 | $42.30 | $30.08 | $39.48 | $30.08 |
| Transport worker grade 8 | $53.19 | $33.85 | $43.52 | $30.94 | $40.61 | $30.94 |
| Transport worker grade 9 | $54.09 | $34.42 | $44.26 | $31.47 | $41.31 | $31.47 |
| Transport worker grade 10 | $55.41 | $35.26 | $45.34 | $32.24 | $42.32 | $32.24 |

**Table 4 of 4**

| **Classification** | **Overtime - shiftworkers - after 2 hours** | **Overtime - call back - first 2 hours** | **Overtime - call back - after 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $33.20 | $25.30 | $33.20 | N/A | N/A |
| Transport worker grade 2 | $34.00 | $25.90 | $34.00 | N/A | N/A |
| Transport worker grade 3 | $34.40 | $26.21 | $34.40 | N/A | N/A |
| Transport worker grade 4 | $35.01 | $26.67 | $35.01 | N/A | N/A |
| Transport worker grade 5 | $35.45 | $27.01 | $35.45 | N/A | N/A |
| Transport worker grade 6 | $35.85 | $27.31 | $35.85 | N/A | N/A |
| Transport worker grade 7 | $36.35 | $27.70 | $36.35 | N/A | N/A |
| Transport worker grade 8 | $37.42 | $28.51 | $37.42 | N/A | N/A |
| Transport worker grade 9 | $38.05 | $28.99 | $38.05 | N/A | N/A |
| Transport worker grade 10 | $38.98 | $29.70 | $38.98 | N/A | N/A |
| Distribution facility employee level 1 | $34.40 | $26.21 | $34.40 | N/A | N/A |
| Distribution facility employee level 2 | $35.01 | $26.67 | $35.01 | N/A | N/A |
| Distribution facility employee level 3 | $36.35 | $27.70 | $36.35 | N/A | N/A |
| Distribution facility employee level 4 | $38.05 | $28.99 | $38.05 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $36.04 | $27.46 | $36.04 | $27.46 | $36.04 |
| Transport worker grade 2 | $36.92 | $28.13 | $36.92 | $28.13 | $36.92 |
| Transport worker grade 3 | $37.34 | $28.45 | $37.34 | $28.45 | $37.34 |
| Transport worker grade 4 | $38.01 | $28.96 | $38.01 | $28.96 | $38.01 |
| Transport worker grade 5 | $38.47 | $29.31 | $38.47 | $29.31 | $38.47 |
| Transport worker grade 6 | $38.91 | $29.65 | $38.91 | $29.65 | $38.91 |
| Transport worker grade 7 | $39.48 | $30.08 | $39.48 | $30.08 | $39.48 |
| Transport worker grade 8 | $40.61 | $30.94 | $40.61 | $30.94 | $40.61 |
| Transport worker grade 9 | $41.31 | $31.47 | $41.31 | $31.47 | $41.31 |
| Transport worker grade 10 | $42.32 | $32.24 | $42.32 | $32.24 | $42.32 |

### Junior - Casual - 19 years

When a junior aged 18 years or more is required to drive a motor vehicle and is in sole control of that vehicle, the employee must be paid the relevant adult rate.

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - agreement to work ordinary hours** | **Sunday - agreement to work ordinary hours** | **Public holidays** | **Public holiday - Good Friday/Christmas Day** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $22.59 | $31.62 | $40.66 | $49.69 | $58.73 |
| Transport worker grade 2 | $23.13 | $32.38 | $41.63 | $50.88 | $60.13 |
| Transport worker grade 3 | $23.40 | $32.76 | $42.12 | $51.48 | $60.84 |
| Transport worker grade 4 | $23.81 | $33.34 | $42.86 | $52.39 | $61.91 |
| Transport worker grade 5 | $24.11 | $33.76 | $43.40 | $53.05 | $62.69 |
| Transport worker grade 6 | $24.38 | $34.13 | $43.88 | $53.63 | $63.38 |
| Transport worker grade 7 | $24.73 | $34.62 | $44.51 | $54.40 | $64.29 |
| Transport worker grade 8 | $25.45 | $35.63 | $45.81 | $55.99 | $66.17 |
| Transport worker grade 9 | $25.88 | $36.23 | $46.58 | $56.93 | $67.28 |
| Transport worker grade 10 | $26.53 | $37.14 | $47.75 | $58.36 | $68.97 |
| Distribution facility employee level 1 | $23.40 | $32.76 | $42.12 | $51.48 | $60.84 |
| Distribution facility employee level 2 | $23.81 | $33.34 | $42.86 | $52.39 | $61.91 |
| Distribution facility employee level 3 | $24.73 | $34.62 | $44.51 | $54.40 | $64.29 |
| Distribution facility employee level 4 | $25.88 | $36.23 | $46.58 | $56.93 | $67.28 |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $24.53 | $34.34 | N/A | $53.96 | $63.77 |
| Transport worker grade 2 | $25.11 | $35.16 | N/A | $55.25 | $65.29 |
| Transport worker grade 3 | $25.40 | $35.56 | N/A | $55.88 | $66.04 |
| Transport worker grade 4 | $25.85 | $36.19 | N/A | $56.87 | $67.21 |
| Transport worker grade 5 | $26.18 | $36.65 | N/A | $57.59 | $68.06 |
| Transport worker grade 6 | $26.48 | $37.07 | N/A | $58.25 | $68.84 |
| Transport worker grade 7 | $26.85 | $37.59 | N/A | $59.07 | $69.81 |
| Transport worker grade 8 | $27.63 | $38.68 | N/A | $60.78 | $71.83 |
| Transport worker grade 9 | $28.10 | $39.34 | N/A | $61.82 | $73.06 |
| Transport worker grade 10 | $28.79 | $40.30 | N/A | $63.33 | $74.85 |

**Table 2 of 4**

| **Classification** | **Early work - Monday to Friday -** ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Saturday - shiftworker** | **Sunday - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $28.01 | $40.66 | $25.75 | $28.01 | $31.62 | $40.66 |
| Transport worker grade 2 | $28.68 | $41.63 | $26.36 | $28.68 | $32.38 | $41.63 |
| Transport worker grade 3 | $29.02 | $42.12 | $26.68 | $29.02 | $32.76 | $42.12 |
| Transport worker grade 4 | $29.53 | $42.86 | $27.15 | $29.53 | $33.34 | $42.86 |
| Transport worker grade 5 | $29.90 | $43.40 | $27.49 | $29.90 | $33.76 | $43.40 |
| Transport worker grade 6 | $30.23 | $43.88 | $27.79 | $30.23 | $34.13 | $43.88 |
| Transport worker grade 7 | $30.66 | $44.51 | $28.19 | $30.66 | $34.62 | $44.51 |
| Transport worker grade 8 | $31.56 | $45.81 | $29.01 | $31.56 | $35.63 | $45.81 |
| Transport worker grade 9 | $32.09 | $46.58 | $29.50 | $32.09 | $36.23 | $46.58 |
| Transport worker grade 10 | $32.89 | $47.75 | $30.24 | $32.89 | $37.14 | $47.75 |
| Distribution facility employee level 1 | $29.02 | $42.12 | $26.68 | $29.02 | $32.76 | $42.12 |
| Distribution facility employee level 2 | $29.53 | $42.86 | $27.15 | $29.53 | $33.34 | $42.86 |
| Distribution facility employee level 3 | $30.66 | $44.51 | $28.19 | $30.66 | $34.62 | $44.51 |
| Distribution facility employee level 4 | $32.09 | $46.58 | $29.50 | $32.09 | $36.23 | $46.58 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | N/A | $44.15 | $27.96 | $30.41 | $34.34 | $44.15 |
| Transport worker grade 2 | N/A | $45.20 | $28.63 | $31.14 | $35.16 | $45.20 |
| Transport worker grade 3 | N/A | $45.72 | $28.96 | $31.50 | $35.56 | $45.72 |
| Transport worker grade 4 | N/A | $46.53 | $29.47 | $32.05 | $36.19 | $46.53 |
| Transport worker grade 5 | N/A | $47.12 | $29.84 | $32.46 | $36.65 | $47.12 |
| Transport worker grade 6 | N/A | $47.66 | $30.18 | $32.83 | $37.07 | $47.66 |
| Transport worker grade 7 | N/A | $48.33 | $30.61 | $33.29 | $37.59 | $48.33 |
| Transport worker grade 8 | N/A | $49.73 | $31.49 | $34.26 | $38.68 | $49.73 |
| Transport worker grade 9 | N/A | $50.58 | $32.03 | $34.84 | $39.34 | $50.58 |
| Transport worker grade 10 | N/A | $51.82 | $32.82 | $35.70 | $40.30 | $51.82 |

**Table 3 of 4**

| **Classification** | **Public holiday - shiftworker** | **Afternoon or night shift - less than 5 successive shifts - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts - after 3 hours** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime - shiftworkers - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $49.69 | $31.62 | $40.66 | $28.91 | $37.95 | $28.91 |
| Transport worker grade 2 | $50.88 | $32.38 | $41.63 | $29.60 | $38.85 | $29.60 |
| Transport worker grade 3 | $51.48 | $32.76 | $42.12 | $29.95 | $39.31 | $29.95 |
| Transport worker grade 4 | $52.39 | $33.34 | $42.86 | $30.48 | $40.01 | $30.48 |
| Transport worker grade 5 | $53.05 | $33.76 | $43.40 | $30.86 | $40.51 | $30.86 |
| Transport worker grade 6 | $53.63 | $34.13 | $43.88 | $31.20 | $40.95 | $31.20 |
| Transport worker grade 7 | $54.40 | $34.62 | $44.51 | $31.65 | $41.54 | $31.65 |
| Transport worker grade 8 | $55.99 | $35.63 | $45.81 | $32.58 | $42.76 | $32.58 |
| Transport worker grade 9 | $56.93 | $36.23 | $46.58 | $33.12 | $43.47 | $33.12 |
| Transport worker grade 10 | $58.36 | $37.14 | $47.75 | $33.95 | $44.56 | $33.95 |
| Distribution facility employee level 1 | $51.48 | $32.76 | $42.12 | $29.95 | $39.31 | $29.95 |
| Distribution facility employee level 2 | $52.39 | $33.34 | $42.86 | $30.48 | $40.01 | $30.48 |
| Distribution facility employee level 3 | $54.40 | $34.62 | $44.51 | $31.65 | $41.54 | $31.65 |
| Distribution facility employee level 4 | $56.93 | $36.23 | $46.58 | $33.12 | $43.47 | $33.12 |
| **Oil distribution workers** |  |  |  |  |  |  |
| Transport worker grade 1 | $53.96 | $34.34 | $44.15 | $31.39 | $41.20 | $31.39 |
| Transport worker grade 2 | $55.25 | $35.16 | $45.20 | $32.14 | $42.19 | $32.14 |
| Transport worker grade 3 | $55.88 | $35.56 | $45.72 | $32.51 | $42.67 | $32.51 |
| Transport worker grade 4 | $56.87 | $36.19 | $46.53 | $33.09 | $43.43 | $33.09 |
| Transport worker grade 5 | $57.59 | $36.65 | $47.12 | $33.50 | $43.97 | $33.50 |
| Transport worker grade 6 | $58.25 | $37.07 | $47.66 | $33.89 | $44.48 | $33.89 |
| Transport worker grade 7 | $59.07 | $37.59 | $48.33 | $34.37 | $45.11 | $34.37 |
| Transport worker grade 8 | $60.78 | $38.68 | $49.73 | $35.36 | $46.41 | $35.36 |
| Transport worker grade 9 | $61.82 | $39.34 | $50.58 | $35.97 | $47.21 | $35.97 |
| Transport worker grade 10 | $63.33 | $40.30 | $51.82 | $36.85 | $48.36 | $36.85 |

**Table 4 of 4**

| **Classification** | **Overtime - shiftworkers - after 2 hours** | **Overtime - call back - first 2 hours** | **Overtime - call back - after 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours** | **Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Transport worker grade 1 | $37.95 | $28.91 | $37.95 | N/A | N/A |
| Transport worker grade 2 | $38.85 | $29.60 | $38.85 | N/A | N/A |
| Transport worker grade 3 | $39.31 | $29.95 | $39.31 | N/A | N/A |
| Transport worker grade 4 | $40.01 | $30.48 | $40.01 | N/A | N/A |
| Transport worker grade 5 | $40.51 | $30.86 | $40.51 | N/A | N/A |
| Transport worker grade 6 | $40.95 | $31.20 | $40.95 | N/A | N/A |
| Transport worker grade 7 | $41.54 | $31.65 | $41.54 | N/A | N/A |
| Transport worker grade 8 | $42.76 | $32.58 | $42.76 | N/A | N/A |
| Transport worker grade 9 | $43.47 | $33.12 | $43.47 | N/A | N/A |
| Transport worker grade 10 | $44.56 | $33.95 | $44.56 | N/A | N/A |
| Distribution facility employee level 1 | $39.31 | $29.95 | $39.31 | N/A | N/A |
| Distribution facility employee level 2 | $40.01 | $30.48 | $40.01 | N/A | N/A |
| Distribution facility employee level 3 | $41.54 | $31.65 | $41.54 | N/A | N/A |
| Distribution facility employee level 4 | $43.47 | $33.12 | $43.47 | N/A | N/A |
| **Oil distribution workers** |  |  |  |  |  |
| Transport worker grade 1 | $41.20 | $31.39 | $41.20 | $31.39 | $41.20 |
| Transport worker grade 2 | $42.19 | $32.14 | $42.19 | $32.14 | $42.19 |
| Transport worker grade 3 | $42.67 | $32.51 | $42.67 | $32.51 | $42.67 |
| Transport worker grade 4 | $43.43 | $33.09 | $43.43 | $33.09 | $43.43 |
| Transport worker grade 5 | $43.97 | $33.50 | $43.97 | $33.50 | $43.97 |
| Transport worker grade 6 | $44.48 | $33.89 | $44.48 | $33.89 | $44.48 |
| Transport worker grade 7 | $45.11 | $34.37 | $45.11 | $34.37 | $45.11 |
| Transport worker grade 8 | $46.41 | $35.36 | $46.41 | $35.36 | $46.41 |
| Transport worker grade 9 | $47.21 | $35.97 | $47.21 | $35.97 | $47.21 |
| Transport worker grade 10 | $48.36 | $36.85 | $48.36 | $36.85 | $48.36 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Carbon black allowance | $2.49 per day |
| Carting tar allowance | $0.11 per hour up to a maximum of $4.00 per week |
| Coffin handling allowance | $3.38 for each coffin handled |
| Dangerous goods allowance - bulk goods | $21.07 per day |
| Dangerous goods allowance - packaged goods | $8.80 per day |
| Dangerous goods licence - training and medical reimbursement | reimbursement of training and medical costs |
| Dirty material allowance | $0.53 per hour |
| Driver-salesperson allowance | $0.51 per hour up to a maximum of $19.47 per week |
| First aid allowance | $0.37 per hour up to a maximum of $14.23 per week |
| First aid course reimbursement | reimbursement of fees for courses necessary to obtain and maintain a first aid qualification |
| Furniture carter allowance | $0.61 per hour up to a maximum of $23.03 per week |
| Garbage collecting vehicle allowance | $0.56 per hour up to a maximum of $21.25 per week |
| Housing allowance | the amount of the rent charged by the employer for the accommodation at the depot, yard or garage less $3.50 |
| Leading hand allowance - in charge of 3-10 employees - not leading loader | $1.10 per hour up to a maximum of $41.97 per week |
| Leading hand allowance - in charge of 11-20 employees - not leading loader | $1.64 per hour up to a maximum of $62.50 per week |
| Leading hand allowance - in charge of more than 20 employees - not leading loader | $2.09 per hour up to a maximum of $79.40 per week |
| Livestock carter allowance | $0.61 per hour up to a maximum of $23.03 per week |
| Meal allowance | $17.24 per meal |
| Medical checks reimbursement | reimbursement of all medical costs not recoverable from a health fund |
| Money handling allowance - up to $20 | $0.05 per hour up to a maximum of $2.04 per week |
| Money handling allowance - over $20 but not exceeding $200 | $0.11 per hour up to a maximum of $4.00 per week |
| Money handling allowance - over $200 but not exceeding $600 | $0.18 per hour up to a maximum of $6.85 per week |
| Money handling allowance - over $600 but not exceeding $1000 | $0.23 per hour up to a maximum of $8.89 per week |
| Money handling allowance - over $1000 but not exceeding $1200 | $0.33 per hour up to a maximum of $12.54 per week |
| Money handling allowance - over $1200 but not exceeding $1600 | $0.51 per hour up to a maximum of $19.38 per week |
| Money handling allowance - over $1600 but not exceeding $2000 | $0.56 per hour up to a maximum of $21.43 per week |
| Money handling allowance - over $2000 | $0.64 per hour up to a maximum of $24.36 per week |
| Offensive material allowance | $3.20 per day |
| Overalls reimbursement | reimbursement for the cost of purchasing overalls |
| Protective clothing reimbursement | reimbursement for the cost of purchasing the required protective clothing |
| Sanitary vehicle allowance | $0.68 per hour up to a maximum of $25.96 per week |
| Special clothing reimbursement | reimbursement for the cost of purchasing the required special clothing |
| Travelling allowance | payment for reasonably incurred travelling expenses of at least $37.09 per day |
| Vehicle allowance - longer than the limit in any State or Commonwealth Act | $4.09 per day |
| Vehicle allowance - vehicle width or load more than 3.5 metres | $4.09 per day |
| Vehicle allowance - with a side lifter crane | $4.09 per day |
| Vehicle allowance - with a truck loading crane | $4.09 per day |
| Work diary reimbursement | reimbursement for the cost of a work diary |
| Working overtime - transport reimbursement -reasonable means of transport unavailable | reimbursement for the cost of getting transport home or the appropriate overtime rate for time reasonably spent getting home |