

*Road Transport & Distribution Award 2010:*

*Road Transport & Distribution Award 2010*  
Clause 15 Classifications & Minimum Wage Rates PPC 01.07.19

Transport Worker Grade	Minimum weekly rate \$	Minimum hourly rate \$
1	784.60	20.65
2	804.30	21.17
3	814.20	21.43
4	829.20	21.82
5	839.60	22.09
6	849.20	22.35
7	861.60	22.67
8	886.60	23.33
9	901.50	23.72
10	923.80	24.31

**Junior Rates**

Employee's Age	% of adult rate for the relevant classification
Less than 19 years old	70
19 to less than 20 years old	80
20 years and older	100

- Junior 18 years + driving a motor vehicle & in sole charge is to be paid the applicable adult rate.

*Road Transport & Distribution Award 2010*  
Clause 16 - Allowances PPC 01.07.19

Allowances apply to full time, part time and casual employees. For part time and casual employees, allowances are calculated on an hourly basis as 1/38<sup>th</sup> of the weekly rate and paid up to a maximum of 38 hours per week.

The **Standard Rate** for calculating allowances is the wage rate for a **Transport Worker Grade 3**.

16.3 Allowance	Description	Rate
(a) Leading Hand	<ul style="list-style-type: none"> <li>• An employee appointed as a leading hand in charge of:               <ul style="list-style-type: none"> <li>▸ Not less than 3 &amp; not more than 10 employees</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week               <ul style="list-style-type: none"> <li>▸ 4.72</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▶ More than 10 &amp; not more than 20 employees</li> <li>▶ More than 20 employees</li> <li>▶ <i>Leading hand allowance does not apply to leading loader</i></li> </ul>	<ul style="list-style-type: none"> <li>▶ 7.03</li> <li>▶ 8.93</li> </ul>
<b>(a) Miscellaneous (i)</b> (Driving overlength vehicle)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle in excess of the limit in length prescribed by or under any State or Commonwealth Act</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per day: 0.46</li> </ul>
<b>(b) Miscellaneous (ii)</b> (Crane mounted truck)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle with a truck loading crane mounted on the vehicle</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per day: 0.46</li> </ul>
<b>(b) Miscellaneous (iii)</b> (Side lifter crane mounted truck)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle with a side-lifter crane mounted on the vehicle</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per day: 0.46</li> </ul>
<b>(b) Miscellaneous (iv)</b> (Driving over width vehicle)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle in excess of 3.5 metres in width or transport a load in excess of that width</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per day: 0.46</li> </ul>
<b>(b) Miscellaneous (v)</b> (Furniture carting)	<ul style="list-style-type: none"> <li>• Any employee who is a recognised furniture carter engaged in removing and/or delivering furniture</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week: 2.59</li> </ul>
<b>(b) Miscellaneous (vi)</b> (Livestock carting)	<ul style="list-style-type: none"> <li>• Any employee who is a recognised livestock carter carting livestock</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week: 2.59</li> </ul>
<b>(b) Miscellaneous (vii)</b> (Driving sanitary vehicle)	<ul style="list-style-type: none"> <li>• Any employee driving sanitary vehicle</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week: 2.92</li> </ul>
<b>(b) Miscellaneous (viii)</b> (Driving garbage vehicle)	<ul style="list-style-type: none"> <li>• Any employee driving vehicle collecting garbage</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week: 2.39</li> </ul>
<b>(b) Miscellaneous (ix)</b> (Driver salesperson)	<ul style="list-style-type: none"> <li>• Any employee who is a Driver-salesperson</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per week:</li> </ul>

2.19

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|--|--|---|
| <b>(b) Miscellaneous (x)</b><br>(Carting carbon black)                       | <ul style="list-style-type: none"> <li>• Any employee carting loading and/or unloading carbon black except when packed in sealed metal containers</li> </ul>   | <ul style="list-style-type: none"> <li>• % of Standard Rate per day:<br/>0.28</li> </ul>    |
| <b>(b) Miscellaneous (xi)</b><br>(Carting offensive material)                | <ul style="list-style-type: none"> <li>• Any employee carting loading and/or unloading offensive material</li> </ul>   | <ul style="list-style-type: none"> <li>• % of Standard Rate per day:<br/>0.36</li> </ul>    |
| <b>(b) Miscellaneous (xii)</b><br>(Carting/loading/unloading dirty material) | <ul style="list-style-type: none"> <li>• Any employee carting loading and/or unloading dirty material</li> </ul>   | <ul style="list-style-type: none"> <li>• % of Standard Rate per hour:<br/>0.06</li> </ul>   |
| <b>(b) Miscellaneous (xiii)</b><br>(Carting tar)                             | <ul style="list-style-type: none"> <li>• Any employee who is required to cart tar (other than in sealed containers) for immediate spreading upon streets, tar in unsealed containers, or tarred material for spreading upon streets; and/or who spreads either of them upon streets</li> </ul> | <ul style="list-style-type: none"> <li>• % of Standard Rate per week:<br/>0.45</li> </ul>   |
| <b>(b) Miscellaneous (xiv)</b><br>(Handling coffins)                         | <ul style="list-style-type: none"> <li>• Any employee required to handle coffins containing human remains</li> </ul>   | <ul style="list-style-type: none"> <li>• % of Standard Rate per coffin:<br/>0.38</li> </ul> |
- Where a higher allowance amount becomes payable under clauses 16.2(b)(vi), (vii), (viii), (x), (xi), (xii) or (xiii) it will supersede any lesser allowance contained in these items which otherwise would have been payable.

**(c) Employee handling money as defined**

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|---|--|
| <ul style="list-style-type: none"> <li>• For any amount handled:</li> </ul>   | <ul style="list-style-type: none"> <li>• % of Standard Rate per week</li> </ul>  |
| <ul style="list-style-type: none"> <li>‣ Up to \$20</li> <li>‣ Over \$20 but not exceeding \$200</li> <li>‣ Over \$200 but not exceeding \$600</li> <li>‣ Over \$600 but not exceeding \$1000</li> <li>‣ Over \$1000 but not exceeding \$1200</li> <li>‣ Over \$1200 but not exceeding \$1600</li> <li>‣ Over \$1600 but not exceeding \$2000</li> <li>‣ Over \$2000</li> </ul> | <ul style="list-style-type: none"> <li>‣ 0.23</li> <li>‣ 0.45</li> <li>‣ 0.77</li> <li>‣ 1.00</li> <li>‣ 1.41</li> <li>‣ 2.18</li> <li>‣ 2.41</li> <li>‣ 2.74</li> </ul> |

**(d) Dangerous goods  
(i)**

- % of Standard Rate per day:

(Carting bulk dangerous goods)	<ul style="list-style-type: none"> <li>• A driver engaged in the transport of bulk dangerous goods or carting explosives in conformity with the Australian explosives code by public road. Bulk dangerous goods are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time.</li> </ul>	2.37
(ii) (Carting packaged dangerous goods)	<ul style="list-style-type: none"> <li>• A driver engaged in the transport of packaged dangerous goods which requires placarding by public road. Packaged goods which require placarding are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time.</li> </ul>	0.99
(iii) (Dangerous good licence)	<ul style="list-style-type: none"> <li>• Where a weekly employee is required to possess a license to operate a vehicle carrying dangerous goods (as defined in the Australian Dangerous Goods Code)</li> </ul>	<ul style="list-style-type: none"> <li>• Training and medical costs must be reimbursed by the employer</li> </ul>
(e) First aid allowance	<ul style="list-style-type: none"> <li>• An employee holding a current first aid qualification from St John Ambulance or similar body and appointed by the employer to perform first aid for any week so appointed. The employer will reimburse the cost of fees for any courses necessary for any employee covered by this clause to obtain and maintain the appropriate first aid qualification.</li> </ul>	<ul style="list-style-type: none"> <li>• % of Standard Rate per day: 1.6</li> </ul>
(f) Travelling allowance	<ul style="list-style-type: none"> <li>• An employee engaged in travelling on duty, or on work on which the employee is unable to return home at night must be paid personal expenses reasonably incurred in travelling. Where an employer provides suitable accommodation and meals such allowance shall not be payable.</li> </ul>	<ul style="list-style-type: none"> <li>• At least per day: \$31.66</li> </ul>

*Road Transport (Long Distance Operations) Award 2010:*

*Road Transport (Long Distance Operations) Award 2010*  
Clause 13 – Minimum Weekly Rates Of Pay & Classifications PPC 01.07.19

Grade	Minimum weekly rate \$	Minimum hourly rate \$	Minimum cents per kilometre ¢
1	814.20	31.75	42.34
2	829.20	32.34	43.12
3	839.60	32.74	43.66
4	849.20	33.12	44.16
5	861.60	33.60	44.80
6	886.60	34.58	46.10
7	901.50	35.16	46.88
8	923.80	36.03	48.04

- Hourly and cents per kilometre rates are paid for driving time only. Set distances & times apply for certain journeys – see award subclauses 13.4(b) & 13.5(c).
- Hourly and cents per kilometre rates include a factor of 1.3 of the ordinary rate for the Industry Disability Allowance and a factor of 1.2 of the ordinary rate for overtime.
  - The **Standard Rate** for calculating allowances is the wage rate for a **Grade 4**.

**Loading & Unloading:**

- Employee loading or unloading paid an hourly rate calculated as:  
 $(\text{Minimum weekly rate for employee's grade} \div 40) \times 1.3 = \$\text{Hourly rate}$   
 Example: Grade 4 employee's weekly rate  $\$849.20 \div 40 = \$21.23$   
 $\$21.23 \times 1.3 = \$27.60$  per hour for loading or unloading
- Minimum payment of 1 hour loading & 1 hour unloading if loading or unloading required.
  - Casual employee paid a loading of 25% on the loading/unloading hourly rate.

### Road Transport (Long Distance Operations) Award 2010 Clause 14 - Allowances PPC 01.07.19

- Allowances apply to full time, part time and casual employees. For part time and casual employees allowances are calculated on an hourly basis as 1/38<sup>th</sup> of the weekly rate and paid up to a maximum of 38 hours per week.
- The **Standard Rate** for calculating allowances is the wage rate for a **Grade 4**.

14.1 Allowances for responsibilities & skills	Description	Rate
(c) Other Allowances		% of Standard Rate
(i) (Temporary transfer to long distance driving)	<ul style="list-style-type: none"> <li>• An employee who is engaged as a local driver under the terms and conditions of the <i>Road Transport and Distribution Award 2010</i> and who is required by the employer to temporarily transfer to duties covered by the <i>Road Transport (Long Distance Operations) Award 2010</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• On each occasion: 1.24</li> </ul>
(ii) (Driving overlength vehicle)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle which is in excess of the limit in length prescribed by or under any State or Commonwealth Act.</li> </ul>	<ul style="list-style-type: none"> <li>• Per day: 0.44</li> </ul>
(iii) (Driving over width vehicle)	<ul style="list-style-type: none"> <li>• Any employee required to drive a motor vehicle which is in excess of 3.5 metres in width or transport a load in excess of that width.</li> </ul>	<ul style="list-style-type: none"> <li>• Per day: 0.44</li> </ul>
(iv) (Carting furniture)	<ul style="list-style-type: none"> <li>• Any employee who is a recognised furniture carter engaged in removing and/or delivering furniture as defined.</li> </ul>	<ul style="list-style-type: none"> <li>• Per week: 2.42</li> </ul>
(v) (Carting livestock)	<ul style="list-style-type: none"> <li>• Any employee who is a recognised livestock carter, carting livestock as defined.</li> </ul>	<ul style="list-style-type: none"> <li>• Per week: 2.42</li> </ul>

(c) Dangerous goods allowance

% of Standard Rate

(i)  
(Carting bulk dangerous goods)

- A driver engaged in the transport of bulk dangerous goods or carting explosives in accordance with the Australian Explosives Code by Public Road. Bulk dangerous goods are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time.

- Per day:  
2.27

(ii)  
(Carting packaged dangerous goods)

- A driver engaged in the transport of packaged dangerous goods which require placarding by public road. Packaged goods which require placarding are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time.

- Per day:  
0.95

14.2 Expense related allowances and reimbursements

(a) Work diary

- A weekly employee required to possess a work diary.
- Employer reimburses the cost of the diary.

(b) Articles of clothing

(i)  
(Uniform, etc.)

- Employee required to wear any special clothing such as any special uniform, cap, overall or other article. The provisions of this clause do not apply where the special clothing is provided by the employer.
- Employer must reimburse the employee the cost of purchasing such special clothing.

(ii)  
(Wet work)

- Employee required by the employer to work continuously in conditions in which, because of their nature, the clothing would otherwise become saturated. The provisions of this clause do not apply where the protective clothing is provided by the employer.
- Employer must reimburse the employee for the cost of purchasing protective clothing.

(iii)

- Provided that this subclause (b) must not apply to employees who are required as an adjunct to their normal duties to check such things as vehicles, oil, water and tyres.

(iv)

- Provided further that such protective clothing must remain the property of the employer, and that the employee must be liable for the cost of replacement of any article of protective clothing which is lost, destroyed or damaged through the negligence of the employee.

(c) Travelling allowance

(i)

- An employee engaged in ordinary travelling on duty or on work on which the employee is unable to return home and takes their major rest break under the applicable driving hours regulations away from home. This will not be payable where an employee is provided with suitable accommodation away from the vehicle.

Per occasion:  
\$40.44

(ii)

- In exceptional circumstances, where amounts greater than those specified are claimed, an



(iii)

employee will need to demonstrate why the claim is necessary and gain approval from a representative of the employer. Such approval will not be unreasonably withheld.

- If an employee is engaged in more than one long distance operation or part thereof in a fortnight, the allowance due for each long distance operation or part thereof must be separately calculated in accordance with this clause.

**(d) Housing**

(i)

- Employee required by the employer to live at a depot, yard or garage.

- Employer pays allowance equal to the amount of the rental charged by the employer for the accommodation at the depot, yard or garage

(ii)

- If an employer provides housing for an employee and the employee's family, and requires the employee to live there and charges rental.

- Employer pays an allowance of \$3.36 less than the amount of rental charged by the employer for the accommodation

**(e) Training**

(i)

- Where, as a result of consultation, it is agreed by the employer that additional training should be undertaken by an employee, that training may be undertaken either on or off the job. The employer must not unreasonably withhold such paid training leave.

- If the training is undertaken during ordinary working hours the employee concerned must not suffer any loss of pay.

(ii)

- Any costs associated with standard fees for prescribed courses and prescribed textbooks (excluding those

- Employer must reimburse on production of evidence of expenditure. Provided that reimbursement of standard fees

(iii)

textbooks which are available in the employer's technical library) incurred in connection with the undertaking of training.

- Travel costs incurred by an employee undertaking training in accordance with this clause which exceed those normally incurred in travelling to and from work.

may be made at the completion of the prescribed course or annually, whichever is the earlier, subject to reports of attendance at such courses.

- Employer must reimburse the extra travel cost.

*Clerks Private Sector Award 2010:*

*Clerks Private Sector Award 2010 FPPC 01.07.19*

*Clause 16 Minimum Weekly Wages*

Level	Minimum weekly rate \$
Level 1 – Year 1	787.60
Level 1 – Year 2	826.60
Level 1 – Year 3	852.40
Level 2—Year 1	862.50
Level 2—Year 2	878.50
Level 3	911.00
Call centre principal customer contact specialist	917.40
Level 4	956.70
Level 5	995.50
Call centre technical associate	1090.50

- The **Standard Rate** is Level 2 Year 1.

*Clause 18 Juniors*

Age	% of the relevant classification level
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

*Clerks Private Sector Award 2010*

*Clause 19 - Allowances PPC 01.07.19*

- The **Standard Rate** for calculating allowances is the wage rate for a **Level 2 Year 1**.

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19 Allowances	Description	Rate
<ul style="list-style-type: none"> <li>• 19.1 Transport of employees— shiftworkers</li> </ul>	<ul style="list-style-type: none"> <li>• When an employee working shiftwork commences or finishes work at a time other than the employee’s normal time of commencing or finishing and when reasonable means of transport is not available, unless the employer provides suitable transport.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer reimburses the employee an amount equal to the cost of any transport which allows the employee to reach the employee’s home by other means of transport.</li> </ul>
<ul style="list-style-type: none"> <li>• 19.2</li> </ul>		

Clothing and footwear

- (a)  
(Damage to personal clothing)

  - Employees engaged in work damaging to clothing (for example, the use, maintenance or running repairs of office machines or in the receiving and/or despatch of goods), except where uniforms and/or protective clothing are provided free of charge by the employer.
  - Employer reimburses an amount equal to the cost of uniforms and/or protective clothing.
  
- (b)  
(Wet work)

  - Employees who are constantly required to work under conditions which are wet and damaging to footwear, (e.g. on surfaces periodically hosed down or in wet or muddy conditions), except where appropriate protective footwear is provided free of charge by the employer.
  - The employer will reimburse an amount equal to the cost of appropriate protective footwear.
  
- (c)  
(Laundry)

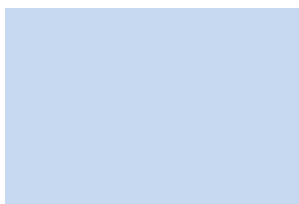
  - Employee is required to wear and launder a uniform.
  - Employer reimburses any cost of the uniform and pay the following allowance:
    - (a) For a full-time employee for laundry expenses per week:
 

\$3.55
    - (ii) For a part-time or casual employee per shift:
 

\$0.71
  
- **19.3 Meal allowance**

  - Employee required to work for more than one and a half hours of overtime without being given 24 hours' notice after the employee's ordinary time of
  - First meal allowance:
 

\$15.94.



- 19.4

Vehicle allowance

(a)

ending work will be either provided with a meal or paid a meal allowance.

- Where such overtime work exceeds four hours a further meal allowance:

\$12.76

- Employee required by the employer to use the employee's motor vehicle in the performance of duties.

- **Motor cars**

Per kilometre up to a maximum of 400 kilometres per week:

\$0.78.

(ii) **Motorcycles**

Per kilometre up to a maximum of 400 kilometres per week:

\$0.26

(b)

- The employer must pay all expenses including registration, running and maintenance where an employer provides a motor vehicle which is used by an employee in the performance of the employee's duties.

- 19.5

Living away from home allowance

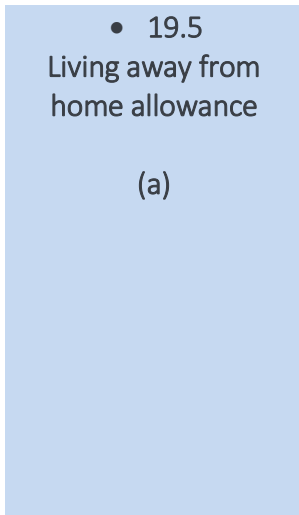
(a)

- Employee, required by the employer to work temporarily for the employer away from the employee's usual place of employment, and who is required thereby to sleep away from the employee's usual place of residence.

- Employer pays an allowance to cover:

(i) all fares to and from the place at which the employer requires the employee to work.

(ii) all reasonable expenses incurred for board and lodging.



(b)

- The allowances referred to in this clause are not payable where the fares and the board and lodging are provided by the employer.

(c)

- Employee paid for all time spent in travelling between the employee's usual place of employment and the temporary location.
- Employer pays employee at ordinary rates of pay for travel time up to a maximum of eight hours in 24 hours.

• 19.6  
First aid allowance

- Employee trained to render first aid, is the current holder of appropriate first aid qualifications such as a certificate from St John Ambulance Australia or a similar body and is appointed by an employer to perform first aid.
- % of standard rate per week:  
1.5%

• 19.7  
Higher duties allowance

- Employee, when required to perform any of the duties in a classification higher than their usual classification for more than one day.
- Employer pays employee at least the rate which would be applicable if such duties were performed on a permanent basis.