

PAY SCALE SUMMARY

derived from the

Transport Workers' (South Australia) Award [AN150164 – SA]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary covers employees in South Australia employed as drivers of motor vehicles of all descriptions used in the transport of goods and materials upon public highways, drivers assistants, yard-persons, loaders, leading loaders, greasers and cleaners, and collectors from house to house of monies payable for milk delivered (other than employees engaged in the carting or delivery by carting of bread, cakes, pastry and smallgoods).

For detail of the coverage provisions see the 26 March 2006 version of the award.

Wages

Classification	Basic hourly rate
Grade 1	15.20
Grade 2	15.60
Grade 3	15.80
Grade 4	16.10
Grade 5	16.30
Grade 6	16.51
Grade 7	16.76
Grade 8	17.26
Grade 9	17.57
Grade 10	18.02

Casual rates

Casual employees are entitled to a casual loading of:

- 22.5% while working ordinary time; and
- 10% while working overtime or outside the spread of ordinary hours.

Note that, for hours outside ordinary hours / overtime work, casual employees may also be entitled to additional loadings, penalties or overtime rates under the corresponding NAPSA.

Overtime and the spread of ordinary hours are defined in the 26 March 2006 version of the award.

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Juniors

Rates for Juniors

Year/Stage	Rate	Rate based on
Under 19 year of age	70%	Adult rate for the class of work performed
19 years and under 20 years of age	80%	Adult rate for the class of work performed
20 years of age	100%	Adult rate for the class of work performed

Trainees

This pay scale summary incorporates trainee rates derived from the [National Training Wage Award 2000](#), as adjusted from time to time.

Other information - trainees

1. Application - AQF IV Traineeships

Trainees (including part-time and school-based trainees) undertaking an AQF IV traineeship shall receive the relevant hourly rate for AQF III trainees at Wage Levels A, B or C as applicable with the addition of 3.8% of that rate.

The applicable hourly rates for adult trainees undertaking a full-time or part-time traineeship for an AQF IV traineeship are tabled above

The training wages in this pay scale summary have limited application to AQF IV traineeships. See the training wage arrangement in the 26 March 2006 version of the award for more information.

2. Continuity of employment and/or wages

Trainees must be permitted to be absent from work without loss of continuity of employment and/or wages to attend approved training, as defined in the 26 March 2006 version of the award.

3. Adult trainee

'Adult trainee' means a trainee who would qualify for the highest wage rate in Wage Level A, B or C if covered by that wage level.

Where a person was employed by the employer immediately prior to becoming an adult (full-time or part-time) trainee with the employer, such person shall not suffer a reduction in the rate of pay by virtue of becoming a trainee.

4. Conversion of traineeships

Where a traineeship is converted from an AQF II to an AQF III traineeship, or from an AQF III to an AQF IV traineeship, the trainee shall move to the next higher rate provided in this pay scale summary, if a higher rate is provided for that new AQF level.

5. Part-time traineeships

The hours for which payment must be made are determined as follows:

(a) Off-the-job training

Where the approved training for a traineeship (including a school-based traineeship) is provided off-the-job by a registered training organisation, for example at school or at TAFE, these rates apply only to the total hours worked by the part-time trainee on-the-job.

(b) On-the-job training

Where the approved training is undertaken solely on-the-job and the average proportion of time to be spent in approved training is 20%, then the total hours on-the-job is multiplied by the applicable hourly rate, and 20% deducted.

(c) Training both on and off-the-job

Where the approved training is partly on-the-job and partly off-the-job and the average proportion of time to be spent in approved training is 20%, then the total of all hours spent in work and training is multiplied by the applicable hourly rate, and 20% deducted.

Apprentices

No apprentice rates apply under this pay scale summary.

Frequency of payment

All wages must be paid in the employer's time on a day to be determined by the employer, but not later than Thursday of each week. The day on being fixed shall not be altered more than once in three months.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
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