

Pay Guide - Road Transport (Long Distance Operations) Award 2010

[MA000039]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2019.

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

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Rates of pay

Adult

Hourly driving method - Full-time

| Classification | Weekly pay rate | Hourly pay rate | Taking an RDO pay rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back |
|----------------|-----------------|-----------------|------------------------|---|---|-----------|
| Grade 1 | \$814.20 | \$31.75 | \$21.43 | \$31.75 per hour, with a minimum payment of 4 hours and an extra \$162.84 per shift | \$31.75 per hour, with a minimum payment of 4 hours and an extra \$244.26 per shift | \$21.43 |
| Grade 2 | \$829.20 | \$32.34 | \$21.82 | \$32.34 per hour, with a minimum payment of 4 hours and an extra \$165.84 per shift | \$32.34 per hour, with a minimum payment of 4 hours and an extra \$248.76 per shift | \$21.82 |
| Grade 3 | \$839.60 | \$32.74 | \$22.09 | \$32.74 per hour, with a minimum payment of 4 hours and an extra \$167.92 per shift | \$32.74 per hour, with a minimum payment of 4 hours and an extra \$251.88 per shift | \$22.09 |
| Grade 4 | \$849.20 | \$33.12 | \$22.35 | \$33.12 per hour, with a minimum payment of 4 hours and an extra \$169.84 per shift | \$33.12 per hour, with a minimum payment of 4 hours and an extra \$254.76 per shift | \$22.35 |
| Grade 5 | \$861.60 | \$33.60 | \$22.67 | \$33.60 per hour, with a minimum payment of 4 hours and an extra \$172.32 per shift | \$33.60 per hour, with a minimum payment of 4 hours and an extra \$258.48 per shift | \$22.67 |
| Grade 6 | \$886.60 | \$34.58 | \$23.33 | \$34.58 per hour, with a minimum payment of 4 hours and an extra \$177.32 per shift | \$34.58 per hour, with a minimum payment of 4 hours and an extra \$265.98 per shift | \$23.33 |
| Grade 7 | \$901.50 | \$35.16 | \$23.72 | \$35.16 per hour, with a minimum payment of 4 hours and an extra \$180.30 per shift | \$35.16 per hour, with a minimum payment of 4 hours and an extra \$270.45 per shift | \$23.72 |
| Grade 8 | \$923.80 | \$36.03 | \$24.31 | \$36.03 per hour, with a minimum payment of 4 hours and an extra \$184.76 per shift | \$36.03 per hour, with a minimum payment of 4 hours and an extra \$277.14 per shift | \$24.31 |

Cents per kilometre driving method – Full-time

| Classification | Per km driving rate | Taking an RDO pay rate – per hour | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back – per hour |
|----------------|---------------------|-----------------------------------|--|--|----------------------|
| Grade 1 | \$0.4234 | \$21.43 | \$0.4234 per km, and an extra \$162.84 per shift | \$0.4234 per km, and an extra \$244.26 per shift | \$21.43 |
| Grade 2 | \$0.4312 | \$21.82 | \$0.4312 per km, and an extra \$165.84 per shift | \$0.4312 per km, and an extra \$248.76 per shift | \$21.82 |
| Grade 3 | \$0.4366 | \$22.09 | \$0.4366 per km, and an extra \$167.92 per shift | \$0.4366 per km, and an extra \$251.88 per shift | \$22.09 |
| Grade 4 | \$0.4416 | \$22.35 | \$0.4416 per km, and an extra \$169.84 per shift | \$0.4416 per km, and an extra \$254.76 per shift | \$22.35 |
| Grade 5 | \$0.448 | \$22.67 | \$0.448 per km, and an extra \$172.32 per shift | \$0.448 per km, and an extra \$258.48 per shift | \$22.67 |
| Grade 6 | \$0.461 | \$23.33 | \$0.461 per km, and an extra \$177.32 per shift | \$0.461 per km, and an extra \$265.98 per shift | \$23.33 |
| Grade 7 | \$0.4688 | \$23.72 | \$0.4688 per km, and an extra \$180.30 per shift | \$0.4688 per km, and an extra \$270.45 per shift | \$23.72 |
| Grade 8 | \$0.4804 | \$24.31 | \$0.4804 per km, and an extra \$184.76 per shift | \$0.4804 per km, and an extra \$277.14 per shift | \$24.31 |

Loading / unloading – Full-time

| Classification | Loading or unloading hourly pay rate | Public holiday - loading / unloading | Public holiday - Good Friday & Christmas Day - loading / unloading |
|----------------|--------------------------------------|---|---|
| Grade 1 | \$26.47 | \$26.47 per hour, with a minimum payment of 4 hours and an extra \$162.84 per shift | \$26.47 per hour, with a minimum payment of 4 hours and an extra \$244.26 per shift |
| Grade 2 | \$26.95 | \$26.95 per hour, with a minimum payment of 4 hours and an extra \$165.84 per shift | \$26.95 per hour, with a minimum payment of 4 hours and an extra \$248.76 per shift |
| Grade 3 | \$27.29 | \$27.29 per hour, with a minimum payment of 4 hours and an extra \$167.92 per shift | \$27.29 per hour, with a minimum payment of 4 hours and an extra \$251.88 per shift |
| Grade 4 | \$27.60 | \$27.60 per hour, with a minimum payment of 4 hours and an extra \$169.84 per shift | \$27.60 per hour, with a minimum payment of 4 hours and an extra \$254.76 per shift |
| Grade 5 | \$28.00 | \$28.00 per hour, with a minimum payment of 4 hours and an extra \$172.32 per shift | \$28.00 per hour, with a minimum payment of 4 hours and an extra \$258.48 per shift |
| Grade 6 | \$28.82 | \$28.82 per hour, with a minimum payment of 4 hours and an extra \$177.32 per shift | \$28.82 per hour, with a minimum payment of 4 hours and an extra \$265.98 per shift |
| Grade 7 | \$29.30 | \$29.30 per hour, with a minimum payment of 4 hours and an extra \$180.30 per shift | \$29.30 per hour, with a minimum payment of 4 hours and an extra \$270.45 per shift |
| Grade 8 | \$30.03 | \$30.03 per hour, with a minimum payment of 4 hours and an extra \$184.76 per shift | \$30.03 per hour, with a minimum payment of 4 hours and an extra \$277.14 per shift |

Hourly driving method - Part-time

| Classification | Hourly pay rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back | Overtime |
|----------------|-----------------|---|---|-----------|----------|
| Grade 1 | \$31.75 | \$31.75 per hour, with a minimum payment of 4 hours and an extra \$162.84 per shift | \$31.75 per hour, with a minimum payment of 4 hours and an extra \$244.26 per shift | \$21.43 | \$36.51 |
| Grade 2 | \$32.34 | \$32.34 per hour, with a minimum payment of 4 hours and an extra \$165.84 per shift | \$32.34 per hour, with a minimum payment of 4 hours and an extra \$248.76 per shift | \$21.82 | \$37.19 |
| Grade 3 | \$32.74 | \$32.74 per hour, with a minimum payment of 4 hours and an extra \$167.92 per shift | \$32.74 per hour, with a minimum payment of 4 hours and an extra \$251.88 per shift | \$22.09 | \$37.65 |
| Grade 4 | \$33.12 | \$33.12 per hour, with a minimum payment of 4 hours and an extra \$169.84 per shift | \$33.12 per hour, with a minimum payment of 4 hours and an extra \$254.76 per shift | \$22.35 | \$38.09 |
| Grade 5 | \$33.60 | \$33.60 per hour, with a minimum payment of 4 hours and an extra \$172.32 per shift | \$33.60 per hour, with a minimum payment of 4 hours and an extra \$258.48 per shift | \$22.67 | \$38.64 |
| Grade 6 | \$34.58 | \$34.58 per hour, with a minimum payment of 4 hours and an extra \$177.32 per shift | \$34.58 per hour, with a minimum payment of 4 hours and an extra \$265.98 per shift | \$23.33 | \$39.77 |
| Grade 7 | \$35.16 | \$35.16 per hour, with a minimum payment of 4 hours and an extra \$180.30 per shift | \$35.16 per hour, with a minimum payment of 4 hours and an extra \$270.45 per shift | \$23.72 | \$40.43 |
| Grade 8 | \$36.03 | \$36.03 per hour, with a minimum payment of 4 hours and an extra \$184.76 per shift | \$36.03 per hour, with a minimum payment of 4 hours and an extra \$277.14 per shift | \$24.31 | \$41.43 |

Cents per kilometre driving method – Part-time

| Classification | Per km driving rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back – per hour | Overtime – per hour |
|----------------|---------------------|--|--|----------------------|---------------------|
| Grade 1 | \$0.4234 | \$0.4234 per km, and an extra \$162.84 per shift | \$0.4234 per km, and an extra \$244.26 per shift | \$21.43 | \$0.49 |
| Grade 2 | \$0.4312 | \$0.4312 per km, and an extra \$165.84 per shift | \$0.4312 per km, and an extra \$248.76 per shift | \$21.82 | \$0.50 |
| Grade 3 | \$0.4366 | \$0.4366 per km, and an extra \$167.92 per shift | \$0.4366 per km, and an extra \$251.88 per shift | \$22.09 | \$0.50 |
| Grade 4 | \$0.4416 | \$0.4416 per km, and an extra \$169.84 per shift | \$0.4416 per km, and an extra \$254.76 per shift | \$22.35 | \$0.51 |
| Grade 5 | \$0.448 | \$0.448 per km, and an extra \$172.32 per shift | \$0.448 per km, and an extra \$258.48 per shift | \$22.67 | \$0.52 |
| Grade 6 | \$0.461 | \$0.461 per km, and an extra \$177.32 per shift | \$0.461 per km, and an extra \$265.98 per shift | \$23.33 | \$0.53 |
| Grade 7 | \$0.4688 | \$0.4688 per km, and an extra \$180.30 per shift | \$0.4688 per km, and an extra \$270.45 per shift | \$23.72 | \$0.54 |
| Grade 8 | \$0.4804 | \$0.4804 per km, and an extra \$184.76 per shift | \$0.4804 per km, and an extra \$277.14 per shift | \$24.31 | \$0.55 |

Loading / unloading – Part-time

| Classification | Loading or unloading hourly pay rate | Public holiday - loading / unloading | Public holiday - Good Friday & Christmas Day - loading / unloading | Overtime - loading / unloading |
|----------------|--------------------------------------|---|---|--------------------------------|
| Grade 1 | \$26.47 | \$26.47 per hour, with a minimum payment of 4 hours and an extra \$162.84 per shift | \$26.47 per hour, with a minimum payment of 4 hours and an extra \$244.26 per shift | \$30.44 |
| Grade 2 | \$26.95 | \$26.95 per hour, with a minimum payment of 4 hours and an extra \$165.84 per shift | \$26.95 per hour, with a minimum payment of 4 hours and an extra \$248.76 per shift | \$30.99 |
| Grade 3 | \$27.29 | \$27.29 per hour, with a minimum payment of 4 hours and an extra \$167.92 per shift | \$27.29 per hour, with a minimum payment of 4 hours and an extra \$251.88 per shift | \$31.38 |
| Grade 4 | \$27.60 | \$27.60 per hour, with a minimum payment of 4 hours and an extra \$169.84 per shift | \$27.60 per hour, with a minimum payment of 4 hours and an extra \$254.76 per shift | \$31.74 |
| Grade 5 | \$28.00 | \$28.00 per hour, with a minimum payment of 4 hours and an extra \$172.32 per shift | \$28.00 per hour, with a minimum payment of 4 hours and an extra \$258.48 per shift | \$32.20 |
| Grade 6 | \$28.82 | \$28.82 per hour, with a minimum payment of 4 hours and an extra \$177.32 per shift | \$28.82 per hour, with a minimum payment of 4 hours and an extra \$265.98 per shift | \$33.14 |
| Grade 7 | \$29.30 | \$29.30 per hour, with a minimum payment of 4 hours and an extra \$180.30 per shift | \$29.30 per hour, with a minimum payment of 4 hours and an extra \$270.45 per shift | \$33.70 |
| Grade 8 | \$30.03 | \$30.03 per hour, with a minimum payment of 4 hours and an extra \$184.76 per shift | \$30.03 per hour, with a minimum payment of 4 hours and an extra \$277.14 per shift | \$34.53 |

Hourly driving method - Casual

| Classification | Hourly pay rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back |
|----------------|-----------------|---|---|-----------|
| Grade 1 | \$36.51 | \$36.51 per hour, and an extra \$162.84 per shift | \$36.51 per hour, and an extra \$244.26 per shift | \$21.43 |
| Grade 2 | \$37.19 | \$37.19 per hour, and an extra \$165.84 per shift | \$37.19 per hour, and an extra \$248.76 per shift | \$21.82 |
| Grade 3 | \$37.65 | \$37.65 per hour, and an extra \$167.92 per shift | \$37.65 per hour, and an extra \$251.88 per shift | \$22.09 |
| Grade 4 | \$38.09 | \$38.09 per hour, and an extra \$169.84 per shift | \$38.09 per hour, and an extra \$254.76 per shift | \$22.35 |
| Grade 5 | \$38.64 | \$38.64 per hour, and an extra \$172.32 per shift | \$38.64 per hour, and an extra \$258.48 per shift | \$22.67 |
| Grade 6 | \$39.77 | \$39.77 per hour, and an extra \$177.32 per shift | \$39.77 per hour, and an extra \$265.98 per shift | \$23.33 |
| Grade 7 | \$40.43 | \$40.43 per hour, and an extra \$180.30 per shift | \$40.43 per hour, and an extra \$270.45 per shift | \$23.72 |
| Grade 8 | \$41.43 | \$41.43 per hour, and an extra \$184.76 per shift | \$41.43 per hour, and an extra \$277.14 per shift | \$24.31 |

Cents per kilometre driving method - Casual

| Classification | Per km driving rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back - per hour |
|----------------|---------------------|--|--|----------------------|
| Grade 1 | \$0.4869 | \$0.4869 per km, and an extra \$162.84 per shift | \$0.4869 per km, and an extra \$244.26 per shift | \$21.43 |
| Grade 2 | \$0.4959 | \$0.4959 per km, and an extra \$165.84 per shift | \$0.4959 per km, and an extra \$248.76 per shift | \$21.82 |
| Grade 3 | \$0.5021 | \$0.5021 per km, and an extra \$167.92 per shift | \$0.5021 per km, and an extra \$251.88 per shift | \$22.09 |
| Grade 4 | \$0.5078 | \$0.5078 per km, and an extra \$169.84 per shift | \$0.5078 per km, and an extra \$254.76 per shift | \$22.35 |
| Grade 5 | \$0.5152 | \$0.5152 per km, and an extra \$172.32 per shift | \$0.5152 per km, and an extra \$258.48 per shift | \$22.67 |
| Grade 6 | \$0.5302 | \$0.5302 per km, and an extra \$177.32 per shift | \$0.5302 per km, and an extra \$265.98 per shift | \$23.33 |
| Grade 7 | \$0.5391 | \$0.5391 per km, and an extra \$180.30 per shift | \$0.5391 per km, and an extra \$270.45 per shift | \$23.72 |
| Grade 8 | \$0.5525 | \$0.5525 per km, and an extra \$184.76 per shift | \$0.5525 per km, and an extra \$277.14 per shift | \$24.31 |

Loading / unloading - Casual

| Classification | Loading or unloading hourly pay rate | Public holiday - loading / unloading | Public holiday - Good Friday & Christmas Day - loading / unloading |
|----------------|--------------------------------------|---|--|
| Grade 1 | \$33.09 | \$33.09 per hour, and an extra \$162.84 per shift | \$33.09 per hour, and an extra \$244.26 per shift |
| Grade 2 | \$33.69 | \$33.69 per hour, and an extra \$165.84 per shift | \$33.69 per hour, and an extra \$248.76 per shift |
| Grade 3 | \$34.11 | \$34.11 per hour, and an extra \$167.92 per shift | \$34.11 per hour, and an extra \$251.88 per shift |
| Grade 4 | \$34.50 | \$34.50 per hour, and an extra \$169.84 per shift | \$34.50 per hour, and an extra \$254.76 per shift |
| Grade 5 | \$35.00 | \$35.00 per hour, and an extra \$172.32 per shift | \$35.00 per hour, and an extra \$258.48 per shift |
| Grade 6 | \$36.03 | \$36.03 per hour, and an extra \$177.32 per shift | \$36.03 per hour, and an extra \$265.98 per shift |
| Grade 7 | \$36.63 | \$36.63 per hour, and an extra \$180.30 per shift | \$36.63 per hour, and an extra \$270.45 per shift |
| Grade 8 | \$37.54 | \$37.54 per hour, and an extra \$184.76 per shift | \$37.54 per hour, and an extra \$277.14 per shift |

Allowances

| Allowances | Rate |
|---|--|
| Dangerous goods allowance - bulk goods | \$19.28 per day |
| Dangerous goods allowance - packaged goods | \$8.07 per day |
| Delayed due to breakdown or impassable highway allowance - Grade 1 | \$21.43 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 2 | \$21.82 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance -Grade 3 | \$22.09 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 4 | \$22.35 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 5 | \$22.67 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 6 | \$23.33 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 7 | \$23.72 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 8 | \$24.31 per hour for a maximum of 8 hours per 24 hour period |
| Furniture carter allowance | \$0.54 per hour up to a maximum of \$20.55 per week |
| Livestock carter allowance | \$0.54 per hour up to a maximum of \$20.55 per week |
| Long vehicle allowance | \$3.74 per day |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 1 | \$21.43 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 2 | \$21.82 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3 | \$22.09 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4 | \$22.35 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5 | \$22.67 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6 | \$23.33 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7 | \$23.72 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8 | \$24.31 per hour |
| Protective clothing reimbursement | reimbursement of the cost of the protective clothing |
| Rental allowance - living at depot, yard or garage | an allowance equal to the rent charged by employer |
| Rental allowance - living in employer provided housing | \$3.36 less than the amount of rent charged by employer |
| Special clothing reimbursement | reimbursement of the cost of the special clothing |

| Allowances | Rate |
|---|--|
| Temporary transfer to long distance driving allowance | \$10.53 per occasion |
| Training fees and textbook reimbursement | reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks |
| Training travel costs reimbursement | reimbursement of any extra travel costs |
| Transport home allowance - after termination | reimbursement of any fares reasonably incurred in returning home, or provision of the means to return home |
| Travelling allowance | \$40.44 per occasion |
| Wide vehicle allowance | \$3.74 per day |
| Work diary reimbursement | reimbursement of the cost of the work diary |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.