

Pay Guide - Vehicle Repair, Services and Retail Award

[MA000089]

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Pay rates for this award will change from 01 February 2021. The rates in this guide apply from 29 May 2020.

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

Note: Trade qualified juniors must be paid the appropriate adult rate.

Adult

Vehicle industry RS&R - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R level 1	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$24.36
Vehicle industry RS&R level 2	\$762.10	\$20.06	\$30.09	\$40.12	\$50.15	\$25.08
Vehicle industry RS&R level 3	\$791.30	\$20.82	\$31.23	\$41.64	\$52.05	\$26.03
Vehicle industry RS&R level 4	\$818.50	\$21.54	\$32.31	\$43.08	\$53.85	N/A
Vehicle industry RS&R level 5	\$838.70	\$22.07	\$33.11	\$44.14	\$55.18	N/A
Vehicle industry RS&R tradesperson or equivalent level 1	\$862.50	\$22.70	\$34.05	\$45.40	\$56.75	N/A
Vehicle industry RS&R tradesperson or equivalent level 2	\$943.60	\$24.83	\$37.25	\$49.66	\$62.08	N/A

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Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R level 1	\$29.24	\$38.98	\$38.98	\$48.73	\$38.98	\$38.98
Vehicle industry RS&R level 2	\$30.09	\$40.12	\$40.12	\$50.15	\$40.12	\$40.12
Vehicle industry RS&R level 3	\$31.23	\$41.64	\$41.64	\$52.05	\$41.64	\$41.64
Vehicle industry RS&R level 4	\$32.31	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R level 5	\$33.11	\$44.14	\$44.14	\$55.18	\$44.14	\$44.14
Vehicle industry RS&R tradesperson or equivalent level 1	\$34.05	\$45.40	\$45.40	\$56.75	\$45.40	\$45.40
Vehicle industry RS&R tradesperson or equivalent level 2	\$37.25	\$49.66	\$49.66	\$62.08	\$49.66	\$49.66

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Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R level 1	\$29.24	\$23.00	\$25.34	\$29.24	\$23.39	\$21.93
Vehicle industry RS&R level 2	\$30.09	\$23.67	\$26.08	\$30.09	\$24.07	\$22.57
Vehicle industry RS&R level 3	\$31.23	\$24.57	\$27.07	\$31.23	\$24.98	\$23.42
Vehicle industry RS&R level 4	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R level 5	\$33.11	\$26.04	\$28.69	\$33.11	\$26.48	\$24.83
Vehicle industry RS&R tradesperson or equivalent level 1	\$34.05	\$26.79	\$29.51	\$34.05	\$27.24	\$25.54
Vehicle industry RS&R tradesperson or equivalent level 2	\$37.25	\$29.30	\$32.28	\$37.25	\$29.80	\$27.93

Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday	Public holiday
Roadhouse attendant required to cook take away meals only	\$762.10	\$20.06	\$20.06	\$30.09	\$30.09	\$40.12
Roadhouse attendant engaged primarily to cook other than take away meals	\$818.50	\$21.54	\$21.54	\$32.31	\$32.31	\$43.08
Driveway attendant	\$740.80	\$19.49	\$19.49	\$29.24	\$29.24	\$38.98
Console operator / Driveway attendant operating a console	\$818.50	\$21.54	\$21.54	\$32.31	\$32.31	\$43.08

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle	Less than 10 hour break between shifts	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$30.09	\$40.12	\$40.12	\$40.12	\$40.12	\$30.09
Roadhouse attendant engaged primarily to cook other than take away meals	\$32.31	\$43.08	\$43.08	\$43.08	\$43.08	\$32.31
Driveway attendant	\$29.24	\$38.98	\$38.98	\$38.98	\$38.98	\$29.24
Console operator / Driveway attendant operating a console	\$32.31	\$43.08	\$43.08	N/A	N/A	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$23.67	\$26.08	\$30.09	\$24.07	\$22.57
Roadhouse attendant engaged primarily to cook other than take away meals	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Driveway attendant	\$23.00	\$25.34	\$29.24	\$23.39	\$21.93
Console operator / Driveway attendant operating a console	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23

Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$818.50	\$21.54	\$21.54 per hour plus \$86.25 per day	\$21.54 per hour plus \$172.50 per day
More than 6 months experience	\$862.50	\$22.70	\$22.70 per hour plus \$86.25 per day	\$22.70 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$204.63 per day	\$409.25 per day	\$163.70 per day	\$327.40 per day
More than 6 months experience	\$215.63 per day	\$431.25 per day	\$172.50 per day	\$345.00 per day

Vehicle industry RS&R - Driver - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of an articulated vehicle	\$849.80	\$22.36	\$33.54	\$44.72	\$55.90	\$33.54
Vehicle industry RS&R - driver of a tow truck class 1	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$818.40	\$21.54	\$32.31	\$43.08	\$53.85	\$32.31
Vehicle industry RS&R - driver of a tow truck class 4	\$862.50	\$22.70	\$34.05	\$45.40	\$56.75	\$34.05

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of an articulated vehicle	\$44.72	\$44.72	\$55.90	\$44.72	\$44.72
Vehicle industry RS&R - driver of a tow truck class 1	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$43.08	\$43.08	\$53.85	\$43.08	\$43.08
Vehicle industry RS&R - driver of a tow truck class 4	\$45.40	\$45.40	\$56.75	\$45.40	\$45.40

Table 3 of 3

Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of an articulated vehicle	\$33.54	\$26.38	\$29.07	\$33.54	\$26.83	\$25.16
Vehicle industry RS&R - driver of a tow truck class 1	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$32.31	\$25.42	\$28.00	\$32.31	\$25.85	\$24.23
Vehicle industry RS&R - driver of a tow truck class 4	\$34.05	\$26.79	\$29.51	\$34.05	\$27.24	\$25.54

Vehicle industry RS&R - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R level 1	\$24.36	\$34.11	\$43.85	\$53.60	\$34.11
Vehicle industry RS&R level 2	\$25.08	\$35.11	\$45.14	\$55.17	\$35.11
Vehicle industry RS&R level 3	\$26.03	\$36.44	\$46.85	\$57.26	\$36.44
Vehicle industry RS&R level 4	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R level 5	\$27.59	\$38.62	\$49.66	\$60.69	\$38.62
Vehicle industry RS&R tradesperson or equivalent level 1	\$28.38	\$39.73	\$51.08	\$62.43	\$39.73
Vehicle industry RS&R tradesperson or equivalent level 2	\$31.04	\$43.45	\$55.87	\$68.28	\$43.45

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R level 1	\$43.85	\$43.85	\$53.60	\$34.11	\$29.24
Vehicle industry RS&R level 2	\$45.14	\$45.14	\$55.17	\$35.11	\$30.09
Vehicle industry RS&R level 3	\$46.85	\$46.85	\$57.26	\$36.44	\$31.23
Vehicle industry RS&R level 4	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R level 5	\$49.66	\$49.66	\$60.69	\$38.62	\$33.11
Vehicle industry RS&R tradesperson or equivalent level 1	\$51.08	\$51.08	\$62.43	\$39.73	\$34.05
Vehicle industry RS&R tradesperson or equivalent level 2	\$55.87	\$55.87	\$68.28	\$43.45	\$37.25

Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$26.43	\$34.47	\$34.47	\$41.14	\$49.18	\$39.65
Roadhouse attendant engaged primarily to cook other than take away meals	\$28.38	\$37.03	\$37.03	\$44.19	\$52.84	\$42.57
Driveway attendant	\$25.68	\$33.50	\$33.50	\$40.00	\$47.82	\$38.52
Console operator / Driveway attendant operating a console	\$28.38	\$37.03	\$37.03	\$44.19	\$52.84	N/A

Vehicle industry RS&R - Vehicle salesperson - Casual

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$26.93	\$43.08	\$59.24
More than 6 months experience	\$28.38	\$45.40	\$62.43

Vehicle industry RS&R - Driver - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of an articulated vehicle	\$27.95	\$39.13	\$50.31	\$61.49	\$39.13
Vehicle industry RS&R - driver of a tow truck class 1	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$26.93	\$37.70	\$48.47	\$59.24	\$37.70
Vehicle industry RS&R - driver of a tow truck class 4	\$28.38	\$39.73	\$51.08	\$62.43	\$39.73

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of an articulated vehicle	\$50.31	\$50.31	\$61.49	\$39.13	\$33.54
Vehicle industry RS&R - driver of a tow truck class 1	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$48.47	\$48.47	\$59.24	\$37.70	\$32.31
Vehicle industry RS&R - driver of a tow truck class 4	\$51.08	\$51.08	\$62.43	\$39.73	\$34.05

Junior - Vehicle industry RS&R - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$351.88	\$9.26	\$13.89	\$18.52	\$23.15	\$11.58
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$388.79	\$10.23	\$15.35	\$20.46	\$25.58	N/A

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$13.89	\$18.52	\$18.52	\$23.15	\$18.52	\$18.52
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$15.35	\$20.46	\$20.46	\$25.58	\$20.46	\$20.46

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Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$13.89	\$10.93	\$12.04	\$13.89	\$11.11	\$10.42
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$15.35	\$12.07	\$13.30	\$15.35	\$12.28	\$11.51

Junior - Vehicle industry RS&R - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$370.40	\$9.75	\$14.63	\$19.50	\$24.38	\$12.19
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$409.25	\$10.77	\$16.16	\$21.54	\$26.93	N/A

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$14.63	\$19.50	\$19.50	\$24.38	\$19.50	\$19.50
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$16.16	\$21.54	\$21.54	\$26.93	\$21.54	\$21.54

Table 3 of 3

Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$14.63	\$11.51	\$12.68	\$14.63	\$11.70	\$10.97
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$16.16	\$12.71	\$14.00	\$16.16	\$12.92	\$12.12

Junior - Vehicle industry RS&R - Full-time & part-time - 18 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$463.00	\$12.18	\$18.27	\$24.36	\$30.45	\$15.23
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$511.56	\$13.46	\$20.19	\$26.92	\$33.65	N/A

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$18.27	\$24.36	\$24.36	\$30.45	\$24.36	\$24.36
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$20.19	\$26.92	\$26.92	\$33.65	\$26.92	\$26.92

Table 3 of 3

Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$18.27	\$14.37	\$15.83	\$18.27	\$14.62	\$13.70
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$20.19	\$15.88	\$17.50	\$20.19	\$16.15	\$15.14

Junior - Vehicle industry RS&R - Full-time & part-time - 19 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$555.60	\$14.62	\$21.93	\$29.24	\$36.55	\$18.28
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$613.88	\$16.15	\$24.23	\$32.30	\$40.38	N/A

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$21.93	\$29.24	\$29.24	\$36.55	\$29.24	\$29.24
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$24.23	\$32.30	\$32.30	\$40.38	\$32.30	\$32.30

Table 3 of 3

Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$21.93	\$17.25	\$19.01	\$21.93	\$17.54	\$16.45
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$24.23	\$19.06	\$21.00	\$24.23	\$19.38	\$18.17

Junior - Vehicle industry RS&R - Full-time & part-time - 20 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$648.20	\$17.06	\$25.59	\$34.12	\$42.65	\$21.33
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$716.19	\$18.85	\$28.28	\$37.70	\$47.13	N/A

Table 2 of 3

Classification	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$25.59	\$34.12	\$34.12	\$42.65	\$34.12	\$34.12
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$28.28	\$37.70	\$37.70	\$47.13	\$37.70	\$37.70

Table 3 of 3

Classification	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$25.59	\$20.13	\$22.18	\$25.59	\$20.47	\$19.19
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$28.28	\$22.24	\$24.51	\$28.28	\$22.62	\$21.21

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday
Roadhouse attendant required to cook take away meals only	\$351.88	\$9.26	\$9.26	\$13.89	\$13.89
Roadhouse attendant engaged primarily to cook other than take away meals	\$388.79	\$10.23	\$10.23	\$15.35	\$15.35
Driveway attendant	\$351.88	\$9.26	\$9.26	\$13.89	\$13.89
Console operator / Driveway attendant operating a console	\$388.79	\$10.23	\$10.23	\$15.35	\$15.35

Table 2 of 3

Classification	Public holiday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$18.52	\$13.89	\$18.52	\$18.52	\$13.89
Roadhouse attendant engaged primarily to cook other than take away meals	\$20.46	\$15.35	\$20.46	\$20.46	\$15.35
Driveway attendant	\$18.52	\$13.89	\$18.52	\$18.52	\$13.89
Console operator / Driveway attendant operating a console	\$20.46	\$15.35	\$20.46	\$20.46	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$10.93	\$12.04	\$13.89	\$11.11	\$10.42
Roadhouse attendant engaged primarily to cook other than take away meals	\$12.07	\$13.30	\$15.35	\$12.28	\$11.51
Driveway attendant	\$10.93	\$12.04	\$13.89	\$11.11	\$10.42
Console operator / Driveway attendant operating a console	\$12.07	\$13.30	\$15.35	\$12.28	\$11.51

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday
Roadhouse attendant required to cook take away meals only	\$370.40	\$9.75	\$9.75	\$14.63	\$14.63
Roadhouse attendant engaged primarily to cook other than take away meals	\$409.25	\$10.77	\$10.77	\$16.16	\$16.16
Driveway attendant	\$370.40	\$9.75	\$9.75	\$14.63	\$14.63
Console operator / Driveway attendant operating a console	\$409.25	\$10.77	\$10.77	\$16.16	\$16.16

Table 2 of 3

Classification	Public holiday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$19.50	\$14.63	\$19.50	\$19.50	\$14.63
Roadhouse attendant engaged primarily to cook other than take away meals	\$21.54	\$16.16	\$21.54	\$21.54	\$16.16
Driveway attendant	\$19.50	\$14.63	\$19.50	\$19.50	\$14.63
Console operator / Driveway attendant operating a console	\$21.54	\$16.16	\$21.54	\$21.54	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$11.51	\$12.68	\$14.63	\$11.70	\$10.97
Roadhouse attendant engaged primarily to cook other than take away meals	\$12.71	\$14.00	\$16.16	\$12.92	\$12.12
Driveway attendant	\$11.51	\$12.68	\$14.63	\$11.70	\$10.97
Console operator / Driveway attendant operating a console	\$12.71	\$14.00	\$16.16	\$12.92	\$12.12

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 18 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday
Roadhouse attendant required to cook take away meals only	\$463.00	\$12.18	\$12.18	\$18.27	\$18.27
Roadhouse attendant engaged primarily to cook other than take away meals	\$511.56	\$13.46	\$13.46	\$20.19	\$20.19
Driveway attendant	\$463.00	\$12.18	\$12.18	\$18.27	\$18.27
Console operator / Driveway attendant operating a console	\$511.56	\$13.46	\$13.46	\$20.19	\$20.19

Table 2 of 3

Classification	Public holiday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$24.36	\$18.27	\$24.36	\$24.36	\$18.27
Roadhouse attendant engaged primarily to cook other than take away meals	\$26.92	\$20.19	\$26.92	\$26.92	\$20.19
Driveway attendant	\$24.36	\$18.27	\$24.36	\$24.36	\$18.27
Console operator / Driveway attendant operating a console	\$26.92	\$20.19	\$26.92	\$26.92	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$14.37	\$15.83	\$18.27	\$14.62	\$13.70
Roadhouse attendant engaged primarily to cook other than take away meals	\$15.88	\$17.50	\$20.19	\$16.15	\$15.14
Driveway attendant	\$14.37	\$15.83	\$18.27	\$14.62	\$13.70
Console operator / Driveway attendant operating a console	\$15.88	\$17.50	\$20.19	\$16.15	\$15.14

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 19 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday
Roadhouse attendant required to cook take away meals only	\$555.60	\$14.62	\$14.62	\$21.93	\$21.93
Roadhouse attendant engaged primarily to cook other than take away meals	\$613.88	\$16.15	\$16.15	\$24.23	\$24.23
Driveway attendant	\$555.60	\$14.62	\$14.62	\$21.93	\$21.93
Console operator / Driveway attendant operating a console	\$613.88	\$16.15	\$16.15	\$24.23	\$24.23

Table 2 of 3

Classification	Public holiday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$29.24	\$21.93	\$29.24	\$29.24	\$21.93
Roadhouse attendant engaged primarily to cook other than take away meals	\$32.30	\$24.23	\$32.30	\$32.30	\$24.23
Driveway attendant	\$29.24	\$21.93	\$29.24	\$29.24	\$21.93
Console operator / Driveway attendant operating a console	\$32.30	\$24.23	\$32.30	\$32.30	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$17.25	\$19.01	\$21.93	\$17.54	\$16.45
Roadhouse attendant engaged primarily to cook other than take away meals	\$19.06	\$21.00	\$24.23	\$19.38	\$18.17
Driveway attendant	\$17.25	\$19.01	\$21.93	\$17.54	\$16.45
Console operator / Driveway attendant operating a console	\$19.06	\$21.00	\$24.23	\$19.38	\$18.17

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 20 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon	Saturday - after 12 noon	Sunday
Roadhouse attendant required to cook take away meals only	\$648.20	\$17.06	\$17.06	\$25.59	\$25.59
Roadhouse attendant engaged primarily to cook other than take away meals	\$716.19	\$18.85	\$18.85	\$28.28	\$28.28
Driveway attendant	\$648.20	\$17.06	\$17.06	\$25.59	\$25.59
Console operator / Driveway attendant operating a console	\$716.19	\$18.85	\$18.85	\$28.28	\$28.28

Table 2 of 3

Classification	Public holiday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$34.12	\$25.59	\$34.12	\$34.12	\$25.59
Roadhouse attendant engaged primarily to cook other than take away meals	\$37.70	\$28.28	\$37.70	\$37.70	\$28.28
Driveway attendant	\$34.12	\$25.59	\$34.12	\$34.12	\$25.59
Console operator / Driveway attendant operating a console	\$37.70	\$28.28	\$37.70	\$37.70	N/A

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Roadhouse attendant required to cook take away meals only	\$20.13	\$22.18	\$25.59	\$20.47	\$19.19
Roadhouse attendant engaged primarily to cook other than take away meals	\$22.24	\$24.51	\$28.28	\$22.62	\$21.21
Driveway attendant	\$20.13	\$22.18	\$25.59	\$20.47	\$19.19
Console operator / Driveway attendant operating a console	\$22.24	\$24.51	\$28.28	\$22.62	\$21.21

Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$351.88	\$9.26	\$9.26 per hour plus \$86.25 per day	\$9.26 per hour plus \$172.50 per day
More than 6 months experience	\$388.79	\$10.23	\$10.23 per hour plus \$86.25 per day	\$10.23 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$87.97 per day	\$175.94 per day	\$70.38 per day	\$140.75 per day
More than 6 months experience	\$97.20 per day	\$194.40 per day	\$77.76 per day	\$155.52 per day

Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$370.40	\$9.75	\$9.75 per hour plus \$86.25 per day	\$9.75 per hour plus \$172.50 per day
More than 6 months experience	\$409.25	\$10.77	\$10.77 per hour plus \$86.25 per day	\$10.77 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$92.60 per day	\$185.20 per day	\$74.08 per day	\$148.16 per day
More than 6 months experience	\$102.31 per day	\$204.63 per day	\$81.85 per day	\$163.70 per day

Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 18 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$463.00	\$12.18	\$12.18 per hour plus \$86.25 per day	\$12.18 per hour plus \$172.50 per day
More than 6 months experience	\$511.56	\$13.46	\$13.46 per hour plus \$86.25 per day	\$13.46 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$115.75 per day	\$231.50 per day	\$92.60 per day	\$185.20 per day
More than 6 months experience	\$127.89 per day	\$255.78 per day	\$102.31 per day	\$204.62 per day

Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 19 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$555.60	\$14.62	\$14.62 per hour plus \$86.25 per day	\$14.62 per hour plus \$172.50 per day
More than 6 months experience	\$613.88	\$16.15	\$16.15 per hour plus \$86.25 per day	\$16.15 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$138.90 per day	\$277.80 per day	\$111.12 per day	\$222.24 per day
More than 6 months experience	\$153.47 per day	\$306.94 per day	\$122.78 per day	\$245.55 per day

Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 20 years

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday - less than half a day worked	Sunday - more than half a day worked
Less than 6 months experience	\$648.20	\$17.06	\$17.06 per hour plus \$86.25 per day	\$17.06 per hour plus \$172.50 per day
More than 6 months experience	\$716.19	\$18.85	\$18.85 per hour plus \$86.25 per day	\$18.85 per hour plus \$172.50 per day

Table 2 of 2

Classification	Public holiday - less than half a day worked	Public holiday - more than half a day worked	Overtime - RDO - less than half a day worked	Overtime - RDO - more than half a day worked
Less than 6 months experience	\$162.05 per day	\$324.10 per day	\$129.64 per day	\$259.28 per day
More than 6 months experience	\$179.05 per day	\$358.10 per day	\$143.24 per day	\$286.48 per day

Junior - Vehicle industry RS&R - Driver - Full-time & part-time - 18 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$15.08	\$22.62	\$30.16	\$37.70	\$22.62	\$30.16
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$15.08	\$22.62	\$30.16	\$37.70	\$22.62	\$30.16
Vehicle industry RS&R - driver of a tow truck class 1	\$15.08	\$22.62	\$30.16	\$37.70	\$22.62	\$30.16
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$15.08	\$22.62	\$30.16	\$37.70	\$22.62	\$30.16
Vehicle industry RS&R - driver of a tow truck class 4	\$15.89	\$23.84	\$31.78	\$39.73	\$23.84	\$31.78

Table 2 of 3

Classification	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$30.16	\$37.70	\$30.16	\$30.16	\$22.62
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$30.16	\$37.70	\$30.16	\$30.16	\$22.62
Vehicle industry RS&R - driver of a tow truck class 1	\$30.16	\$37.70	\$30.16	\$30.16	\$22.62
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$30.16	\$37.70	\$30.16	\$30.16	\$22.62
Vehicle industry RS&R - driver of a tow truck class 4	\$31.78	\$39.73	\$31.78	\$31.78	\$23.84

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$17.79	\$19.60	\$22.62	\$18.10	\$16.97
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$17.79	\$19.60	\$22.62	\$18.10	\$16.97
Vehicle industry RS&R - driver of a tow truck class 1	\$17.79	\$19.60	\$22.62	\$18.10	\$16.97
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$17.79	\$19.60	\$22.62	\$18.10	\$16.97
Vehicle industry RS&R - driver of a tow truck class 4	\$18.75	\$20.66	\$23.84	\$19.07	\$17.88

Junior - Vehicle industry RS&R - Driver - Full-time & part-time - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$17.23	\$25.85	\$34.46	\$43.08	\$25.85	\$34.46
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$17.23	\$25.85	\$34.46	\$43.08	\$25.85	\$34.46
Vehicle industry RS&R - driver of a tow truck class 1	\$17.23	\$25.85	\$34.46	\$43.08	\$25.85	\$34.46
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$17.23	\$25.85	\$34.46	\$43.08	\$25.85	\$34.46
Vehicle industry RS&R - driver of a tow truck class 4	\$18.16	\$27.24	\$36.32	\$45.40	\$27.24	\$36.32

Table 2 of 3

Classification	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not employees working a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$34.46	\$43.08	\$34.46	\$34.46	\$25.85
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$34.46	\$43.08	\$34.46	\$34.46	\$25.85
Vehicle industry RS&R - driver of a tow truck class 1	\$34.46	\$43.08	\$34.46	\$34.46	\$25.85
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$34.46	\$43.08	\$34.46	\$34.46	\$25.85
Vehicle industry RS&R - driver of a tow truck class 4	\$36.32	\$45.40	\$36.32	\$36.32	\$27.24

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$20.33	\$22.40	\$25.85	\$20.68	\$19.38
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$20.33	\$22.40	\$25.85	\$20.68	\$19.38
Vehicle industry RS&R - driver of a tow truck class 1	\$20.33	\$22.40	\$25.85	\$20.68	\$19.38
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$20.33	\$22.40	\$25.85	\$20.68	\$19.38
Vehicle industry RS&R - driver of a tow truck class 4	\$21.43	\$23.61	\$27.24	\$21.79	\$20.43

Junior - Vehicle industry RS&R - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$11.58	\$16.21	\$20.84	\$25.47	\$16.21
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$12.79	\$17.90	\$23.02	\$28.13	\$17.90

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$20.84	\$20.84	\$25.47	\$16.21	\$13.89
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$23.02	\$23.02	\$28.13	\$17.90	\$15.35

Junior - Vehicle industry RS&R - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$12.19	\$17.06	\$21.94	\$26.81	\$17.06
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$13.46	\$18.85	\$24.23	\$29.62	\$18.85

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$21.94	\$21.94	\$26.81	\$17.06	\$14.63
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$24.23	\$24.23	\$29.62	\$18.85	\$16.16

Junior - Vehicle industry RS&R - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$15.23	\$21.32	\$27.41	\$33.50	\$21.32
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$16.83	\$23.56	\$30.29	\$37.02	\$23.56

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$27.41	\$27.41	\$33.50	\$21.32	\$18.27
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$30.29	\$30.29	\$37.02	\$23.56	\$20.19

Junior - Vehicle industry RS&R - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$18.28	\$25.59	\$32.90	\$40.21	\$25.59
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$20.19	\$28.26	\$36.34	\$44.41	\$28.26

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$32.90	\$32.90	\$40.21	\$25.59	\$21.93
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$36.34	\$36.34	\$44.41	\$28.26	\$24.23

Junior - Vehicle industry RS&R - Casual - 20 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$21.33	\$29.86	\$38.39	\$46.92	\$29.86
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$23.56	\$32.99	\$42.41	\$51.84	\$32.99

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate	\$38.39	\$38.39	\$46.92	\$29.86	\$25.59
Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate	\$42.41	\$42.41	\$51.84	\$32.99	\$28.28

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$12.55	\$16.37	\$16.37	\$19.54	\$23.36	\$18.83
Roadhouse attendant engaged primarily to cook other than take away meals	\$13.48	\$17.59	\$17.59	\$20.99	\$25.10	\$20.22
Driveway attendant	\$12.20	\$15.91	\$15.91	\$19.00	\$22.71	\$18.30
Console operator / Driveway attendant operating a console	\$13.48	\$17.59	\$17.59	\$20.99	\$25.10	N/A

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$13.22	\$17.24	\$17.24	\$20.58	\$24.60	\$19.83
Roadhouse attendant engaged primarily to cook other than take away meals	\$14.19	\$18.52	\$18.52	\$22.10	\$26.43	\$21.29
Driveway attendant	\$12.84	\$16.75	\$16.75	\$20.00	\$23.91	\$19.26
Console operator / Driveway attendant operating a console	\$14.19	\$18.52	\$18.52	\$22.10	\$26.43	N/A

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 18 years

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$16.52	\$21.54	\$21.54	\$25.71	\$30.73	\$24.78
Roadhouse attendant engaged primarily to cook other than take away meals	\$17.74	\$23.14	\$23.14	\$27.62	\$33.02	\$26.61
Driveway attendant	\$16.05	\$20.94	\$20.94	\$25.00	\$29.89	\$24.08
Console operator / Driveway attendant operating a console	\$17.74	\$23.14	\$23.14	\$27.62	\$33.02	N/A

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 19 years

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$19.82	\$25.85	\$25.85	\$30.85	\$36.88	\$29.73
Roadhouse attendant engaged primarily to cook other than take away meals	\$21.29	\$27.77	\$27.77	\$33.15	\$39.63	\$31.94
Driveway attendant	\$19.26	\$25.13	\$25.13	\$30.00	\$35.87	\$28.89
Console operator / Driveway attendant operating a console	\$21.29	\$27.77	\$27.77	\$33.15	\$39.63	N/A

Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 20 years

Classification	Hourly pay rate	Saturday & Sunday	Public holiday	Overtime - Monday to Friday	Overtime - Saturdays, Sundays & public holidays	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
Roadhouse attendant required to cook take away meals only	\$26.43	\$34.47	\$34.47	\$41.14	\$49.18	\$39.65
Roadhouse attendant engaged primarily to cook other than take away meals	\$28.38	\$37.03	\$37.03	\$44.19	\$52.84	\$42.57
Driveway attendant	\$25.68	\$33.50	\$33.50	\$40.00	\$47.82	\$38.52
Console operator / Driveway attendant operating a console	\$28.38	\$37.03	\$37.03	\$44.19	\$52.84	N/A

Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$11.58	\$18.52	\$25.47
More than 6 months experience	\$12.79	\$20.46	\$28.13

Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$12.19	\$19.50	\$26.81
More than 6 months experience	\$13.46	\$21.54	\$29.62

Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 18 years

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$15.23	\$24.36	\$33.50
More than 6 months experience	\$16.83	\$26.92	\$37.02

Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 19 years

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$18.28	\$29.24	\$40.21
More than 6 months experience	\$20.19	\$32.30	\$44.41

Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 20 years

Classification	Hourly pay rate	Sunday	Public holiday
Less than 6 months experience	\$21.33	\$34.12	\$46.92
More than 6 months experience	\$23.56	\$37.70	\$51.84

Junior - Vehicle industry RS&R - Driver - Casual - 18 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$18.85	\$26.39	\$33.93	\$41.47	\$26.39
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$18.85	\$26.39	\$33.93	\$41.47	\$26.39
Vehicle industry RS&R - driver of a tow truck class 1	\$18.85	\$26.39	\$33.93	\$41.47	\$26.39
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$18.85	\$26.39	\$33.93	\$41.47	\$26.39
Vehicle industry RS&R - driver of a tow truck class 4	\$19.86	\$27.81	\$35.75	\$43.70	\$27.81

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$33.93	\$33.93	\$41.47	\$26.39	\$22.62
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$33.93	\$33.93	\$41.47	\$26.39	\$22.62
Vehicle industry RS&R - driver of a tow truck class 1	\$33.93	\$33.93	\$41.47	\$26.39	\$22.62
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$33.93	\$33.93	\$41.47	\$26.39	\$22.62
Vehicle industry RS&R - driver of a tow truck class 4	\$35.75	\$35.75	\$43.70	\$27.81	\$23.84

Junior - Vehicle industry RS&R - Driver - Casual - 19 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$21.54	\$30.15	\$38.77	\$47.38	\$30.15
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$21.54	\$30.15	\$38.77	\$47.38	\$30.15
Vehicle industry RS&R - driver of a tow truck class 1	\$21.54	\$30.15	\$38.77	\$47.38	\$30.15
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$21.54	\$30.15	\$38.77	\$47.38	\$30.15
Vehicle industry RS&R - driver of a tow truck class 4	\$22.70	\$31.78	\$40.86	\$49.94	\$31.78

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers	Night work
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less	\$38.77	\$38.77	\$47.38	\$30.15	\$25.85
Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes	\$38.77	\$38.77	\$47.38	\$30.15	\$25.85
Vehicle industry RS&R - driver of a tow truck class 1	\$38.77	\$38.77	\$47.38	\$30.15	\$25.85
Vehicle industry RS&R - driver of a tow truck class 2 and 3	\$38.77	\$38.77	\$47.38	\$30.15	\$25.85
Vehicle industry RS&R - driver of a tow truck class 4	\$40.86	\$40.86	\$49.94	\$31.78	\$27.24

Vehicle Industry RS&R Apprentices

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

Apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment
1st year or stage 1	\$9.53	\$14.30	\$19.06	\$23.83	\$14.30	\$19.06
2nd year or stage 2	\$12.49	\$18.74	\$24.98	\$31.23	\$18.74	\$24.98
3rd year or stage 3	\$17.03	\$25.55	\$34.06	\$42.58	\$25.55	\$34.06
4th year or stage 4	\$19.98	\$29.97	\$39.96	\$49.95	\$29.97	\$39.96

Table 2 of 3

Classification	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
1st year or stage 1	\$19.06	\$23.83	\$19.06	\$19.06	\$14.30
2nd year or stage 2	\$24.98	\$31.23	\$24.98	\$24.98	\$18.74
3rd year or stage 3	\$34.06	\$42.58	\$34.06	\$34.06	\$25.55
4th year or stage 4	\$39.96	\$49.95	\$39.96	\$39.96	\$29.97

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
1st year or stage 1	\$11.25	\$12.39	\$14.30	\$11.44	\$10.72
2nd year or stage 2	\$14.74	\$16.24	\$18.74	\$14.99	\$14.05
3rd year or stage 3	\$20.10	\$22.14	\$25.55	\$20.44	\$19.16
4th year or stage 4	\$23.58	\$25.97	\$29.97	\$23.98	\$22.48

Apprentice - Started after 1 Jan 2014 - Did not complete year 12**Table 1 of 3**

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment
1st year or stage 1	\$11.35	\$17.03	\$22.70	\$28.38	\$17.03	\$22.70
2nd year or stage 2	\$13.62	\$20.43	\$27.24	\$34.05	\$20.43	\$27.24
3rd year or stage 3	\$17.03	\$25.55	\$34.06	\$42.58	\$25.55	\$34.06
4th year or stage 4	\$19.98	\$29.97	\$39.96	\$49.95	\$29.97	\$39.96

Table 2 of 3

Classification	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
1st year or stage 1	\$22.70	\$28.38	\$22.70	\$22.70	\$17.03
2nd year or stage 2	\$27.24	\$34.05	\$27.24	\$27.24	\$20.43
3rd year or stage 3	\$34.06	\$42.58	\$34.06	\$34.06	\$25.55
4th year or stage 4	\$39.96	\$49.95	\$39.96	\$39.96	\$29.97

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
1st year or stage 1	\$13.39	\$14.76	\$17.03	\$13.62	\$12.77
2nd year or stage 2	\$16.07	\$17.71	\$20.43	\$16.34	\$15.32
3rd year or stage 3	\$20.10	\$22.14	\$25.55	\$20.44	\$19.16
4th year or stage 4	\$23.58	\$25.97	\$29.97	\$23.98	\$22.48

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment
1st year or stage 1	\$12.49	\$18.74	\$24.98	\$31.23	\$18.74	\$24.98
2nd year or stage 2	\$14.76	\$22.14	\$29.52	\$36.90	\$22.14	\$29.52
3rd year or stage 3	\$17.03	\$25.55	\$34.06	\$42.58	\$25.55	\$34.06
4th year or stage 4	\$19.98	\$29.97	\$39.96	\$49.95	\$29.97	\$39.96

Table 2 of 3

Classification	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
1st year or stage 1	\$24.98	\$31.23	\$24.98	\$24.98	\$18.74
2nd year or stage 2	\$29.52	\$36.90	\$29.52	\$29.52	\$22.14
3rd year or stage 3	\$34.06	\$42.58	\$34.06	\$34.06	\$25.55
4th year or stage 4	\$39.96	\$49.95	\$39.96	\$39.96	\$29.97

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
1st year or stage 1	\$14.74	\$16.24	\$18.74	\$14.99	\$14.05
2nd year or stage 2	\$17.42	\$19.19	\$22.14	\$17.71	\$16.61
3rd year or stage 3	\$20.10	\$22.14	\$25.55	\$20.44	\$19.16
4th year or stage 4	\$23.58	\$25.97	\$29.97	\$23.98	\$22.48

Adult apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
1st year or stage 1	\$653.70	\$17.20	\$25.80	\$34.40	\$43.00	\$25.80
2nd year or stage 2	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$29.24
3rd year or stage 3	\$762.10	\$20.06	\$30.09	\$40.12	\$50.15	\$30.09
4th year or stage 4	\$791.30	\$20.82	\$31.23	\$41.64	\$52.05	\$31.23

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
1st year or stage 1	\$34.40	\$34.40	\$43.00	\$34.40	\$34.40	\$25.80
2nd year or stage 2	\$38.98	\$38.98	\$48.73	\$38.98	\$38.98	\$29.24
3rd year or stage 3	\$40.12	\$40.12	\$50.15	\$40.12	\$40.12	\$30.09
4th year or stage 4	\$41.64	\$41.64	\$52.05	\$41.64	\$41.64	\$31.23

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
1st year or stage 1	\$20.30	\$22.36	\$25.80	\$20.64	\$19.35
2nd year or stage 2	\$23.00	\$25.34	\$29.24	\$23.39	\$21.93
3rd year or stage 3	\$23.67	\$26.08	\$30.09	\$24.07	\$22.57
4th year or stage 4	\$24.57	\$27.07	\$31.23	\$24.98	\$23.42

Adult apprentice - Started after 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment
1st year or stage 1	\$690.00	\$18.16	\$27.24	\$36.32	\$45.40	\$27.24
2nd year or stage 2	\$740.80	\$19.49	\$29.24	\$38.98	\$48.73	\$29.24
3rd year or stage 3	\$762.10	\$20.06	\$30.09	\$40.12	\$50.15	\$30.09
4th year or stage 4	\$791.30	\$20.82	\$31.23	\$41.64	\$52.05	\$31.23

Table 2 of 3

Classification	Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment	Overtime - Sunday - not working in a fuel retail establishment	Overtime - public holiday - not working in a fuel retail establishment	Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment	Less than 10 hour break between shifts - not working in a fuel retail establishment	Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers
1st year or stage 1	\$36.32	\$36.32	\$45.40	\$36.32	\$36.32	\$27.24
2nd year or stage 2	\$38.98	\$38.98	\$48.73	\$38.98	\$38.98	\$29.24
3rd year or stage 3	\$40.12	\$40.12	\$50.15	\$40.12	\$40.12	\$30.09
4th year or stage 4	\$41.64	\$41.64	\$52.05	\$41.64	\$41.64	\$31.23

Table 3 of 3

Classification	Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts	Night shift - Monday to Friday - not alternating - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - less than 5 successive shifts	Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts	Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts
1st year or stage 1	\$21.43	\$23.61	\$27.24	\$21.79	\$20.43
2nd year or stage 2	\$23.00	\$25.34	\$29.24	\$23.39	\$21.93
3rd year or stage 3	\$23.67	\$26.08	\$30.09	\$24.07	\$22.57
4th year or stage 4	\$24.57	\$27.07	\$31.23	\$24.98	\$23.42

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Change in permanent locality - expenses reimbursement - vehicle industry RS&R employees	reimbursement of expenses for up to 3 months. Expenses will only be paid until a permanent residence or alternative accommodation has been found at the new location
Change in locality - travel time allowance - not vehicle salespersons or persons principally employed to perform vehicle sales related duties	travelling time whilst necessarily travelling between localities
Confined spaces allowance	\$0.84 per hour
Damage to clothing and tools reimbursement - employee's own tools and clothing	reimbursement for the cost of replacing tools and work clothing
Dirty work allowance	\$0.65 per hour, with a minimum payment on any day or shift of \$2.54
Driver of an articulated vehicle allowance - 11 tonnes or more - vehicle industry RS&R employees	\$0.04 per additional tonne over 10 tonnes per hour and up to a maximum of \$1.55 per tonne per week
Driver of commercial vehicles allowance - 9 tonnes or more - vehicle industry RS&R employees	\$0.04 per additional tonne over 10 tonnes per hour and up to a maximum of \$1.64 per tonne per week
Driver of a vehicle drawing an empty trailer allowance - vehicle industry RS&R employees	\$0.28 per hour up to a maximum of \$2.12 per day
Driver of a vehicle drawing a loaded trailer allowance - vehicle industry RS&R employees	\$0.51 per hour up to a maximum of \$3.84 per day
Driver of a tow truck allowance - vehicle industry RS&R employees	\$0.57 per hour up to a maximum of \$21.74 per week
Driver handling money allowance - not vehicle salespersons - up to \$20	\$0.05 per hour up to a maximum of \$1.75 per week
Driver handling money allowance - not vehicle salespersons - over \$20 but not exceeding \$200	\$0.08 per hour up to a maximum of \$3.19 per week
Driver handling money allowance - not vehicle salespersons - over \$200 but not exceeding \$600	\$0.16 per hour up to a maximum of \$6.05 per week
Driver handling money allowance - not vehicle salespersons - over \$600 but not exceeding \$1000	\$0.20 per hour up to a maximum of \$7.67 per week
Driver handling money allowance - not vehicle salespersons - over \$1000	\$0.29 per hour up to a maximum of \$10.85 per week
Driver or assistant driver of vehicle handling garbage	\$0.65 per hour
First aid allowance	\$0.45 per hour up to a maximum of \$17.25 per week
Fork-lifts and cranes allowance	\$2.50 per day

Allowances	Rate
Glass or slag wool allowance	\$0.84 per hour
Gloves reimbursement	reimbursement for the cost of purchasing suitable canvas or leather gloves
Goggles reimbursement	reimbursement for the cost of purchasing goggles
Hot places allowance - between 46 and 54 degrees	\$0.65 per hour
Hot places allowance - more than 54 degrees	\$0.84 per hour
Large tyre fitting off-site allowance	\$0.96 for each day so employed
Leading hand - in charge of 3-10 employees	\$0.99 per hour up to a maximum of \$37.43 per week
Leading hand - in charge of 11-20 employees	\$1.48 per hour up to a maximum of \$56.41 per week
Leading hand - in charge of more than 20 employees	\$1.89 per hour up to a maximum of \$71.67 per week
Livestock transport vehicle allowance - working on underside of uncleaned livestock transport vehicle	\$0.65 per hour
Meal allowance - overtime - not vehicle salespersons	\$14.34 per meal
Meal allowance - overnight travel	\$14.34 per meal
Meal allowance - on duty at show in evening or public holiday or work at showroom or car yard after 6pm - vehicle salespersons	\$17.01 for a meal
Protective clothing reimbursement	reimbursement for the cost of purchasing an apron or overalls and rubber or other suitable boots
Protective equipment reimbursement - welding operations	reimbursement for the cost of purchasing protective equipment
Slicking with carbon black and hand spraying tyres allowance	\$0.97 per day
Tool allowance - tyre fitters / repairers / retreaders	an amount agreed to supply and maintain the necessary tools of the trade
Tool allowance - tradesperson - vehicle industry RS&R employees	\$0.31 per hour up to a maximum of \$11.84 per week
Tool allowance - apprentice 1 st year - vehicle industry RS&R employees	\$0.13 per hour up to a maximum of \$5.03 per week
Tool allowance - apprentice 2 nd year - vehicle industry RS&R employees	\$0.17 per hour up to a maximum of \$6.48 per week
Tool allowance - apprentice 3 rd year - vehicle industry RS&R employees	\$0.24 per hour up to a maximum of \$8.94 per week
Tool allowance - apprentice 4 th year - vehicle industry RS&R employees	\$0.27 per hour up to a maximum of \$10.38 per week
Tool reimbursement - tools not provided	reimbursement for the cost of purchasing such tools
Travel time allowance for transport to / from home - after or before overtime or shiftwork	payment at the minimum hourly rate for time reasonably occupied travelling to and from home
Travel expenses reimbursement - employee pays overnight stay accommodation expenses - not persons principally employed to perform vehicle sales related duties	reimbursement of a reasonable amount to cover the costs of board and lodging

Allowances	Rate
Travel expenses reimbursement - employee pays overnight stay travel and meal expenses - not persons principally employed to perform vehicle sales related duties	reimbursement for all reasonable fares and expenses incurred whilst travelling including \$14.34 for each meal
Travel expenses reimbursement - overnight stay - vehicle salespersons	reimbursement of expenses reasonably incurred in performing duties associated with the role
Uniform reimbursement - not supplied and cleaned by employer	reimbursement for the cost of purchasing and cleaning the uniform
Vehicle allowance	\$0.78 per km
Vehicle allowance - up to and including 20hp - vehicle salespersons	\$173.51 per week and \$0.20 per km
Vehicle allowance - over 20hp - vehicle salespersons	\$192.81 per week and \$0.23 per km
Vehicle allowance - casual use - vehicle salespersons	reimbursement at the rate of at least \$0.78 per km
Wet places - saturated clothing and/or boots - no protective clothing / boots provided	\$0.58 per hour whilst working in a wet place and when required to continue working in wet clothing or boots
Working away from usual workplace - excess fares reimbursement - employee uses own vehicle - not vehicle salespersons	reimbursement for the amount of excess fares which would have been incurred using public transport unless there is an arrangement for a regular allowance
Working away from usual workplace - travel time allowance - Monday to Friday - not travelling overnight - not vehicle salespersons	payment at the minimum hourly rate per hour for extra time spent when travelling
Working away from usual workplace - travel time allowance - Monday to Friday - travelling overnight - sleeping berth not provided - not vehicle salespersons	payment at the minimum hourly rate for extra time spent when travelling up to a maximum 12 hours out of any 24 hour period
Working away from usual workplace - travel time allowance - Monday to Friday - travelling overnight - sleeping berth provided - not vehicle salespersons	payment at the minimum hourly rate for extra time spent when travelling up to a maximum 8 hours out of any 24 hour period
Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - not travelling overnight - not vehicle salespersons	payment at the minimum hourly rate + 50% per hour for extra time spent when travelling
Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - travelling overnight - sleeping berth not provided - not vehicle salespersons	payment at the minimum hourly rate + 50% per hour of extra time spent when travelling up to a maximum 12 hours out of any 24 hour period
Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - travelling overnight - sleeping berth provided - not vehicle salespersons	payment at the minimum hourly rate + 50% per hour of extra time spent when travelling up to a maximum 8 hours out of any 24 hour period

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.