

# Increased Wage Rates and Allowances

In accordance with the Fair Work Commission's Annual Wage Review 2023-24 Decision, the wage rates and allowances in the *Road Transport and Distribution Award 2020*, *Road Transport (Long Distance Operations) Award 2020* and *Clerks – Private Sector Award 2020* have been varied.

In summary:

- Award minimum wages will be increased by 3.75 per cent.
- Junior, apprentice and trainee wage rates will be adjusted proportionately.
- Wage-related allowances and expense-related allowances will be increased in accordance with the usual formulas.

The new wage rates and allowances payable under the above awards are set out in the tables attached at Attachment A, Attachment B and Attachment C.

## What is the operative date for the minimum wage increase?

The increased rates will be operative from the first full pay period to commence on or after 1 July 2024.

## Can the wage increases be absorbed into over-award payments?

Generally, yes; unless this is inconsistent with a contractual arrangement in place between an employer and employee.

## Does the wage increase apply to employees covered by an enterprise agreement?

For most employees, the answer to this question is no, however this will depend on the terms of the enterprise agreement.

All employees covered by an enterprise agreement must be paid a base rate of pay no less than the base rate of pay under the relevant modern award, or the National Minimum Wage if they are an award-free employee.

## Does the wage increase apply to award / agreement free adult employees?

A National Minimum Wage Order applies to adult employees who are not covered by an award or enterprise agreement. The National Minimum Wage Order will include:

- A National Minimum Wage of \$915.90 per week, or \$24.10 per hour; and
- A casual loading of 25%.

Adult employees who are award/agreement free must not be paid less than the National Minimum Wage.

### **Does the wage increase apply to award / agreement free juniors, trainees and apprentices?**

Most juniors, apprentices and trainees are covered under an award or enterprise agreement and therefore the rates of pay in the relevant award or agreement apply.

Special national minimum wages for any award/agreement free juniors, trainees and apprentices are included in the National Minimum Wage Order.

### **Does the decision impact upon minimum wages for employees with disability?**

Yes. The following minimum wage arrangements apply to employees with a disability:

1. Award-covered employees whose disability does not impact upon their productive capacity are entitled to the relevant modern award wage rate.
2. Award-covered employees who are unable due to their disability to earn the full modern award wage rate are covered by supported wage provisions in modern awards.
3. For award/agreement free employees with disability, the National Minimum Wage Order contains two special national minimum wages for employees with a disability. The rate that applies depends upon whether the employee's disability impairs their productive capacity.

### **What if I require further advice or assistance?**

AFRA members who have any questions regarding the Annual Wage Review 2023-24 or any other workplace relations issue can call Ai Group's Workplace Advice Line on 1300 55 66 77.



**Brent Ferguson**

Head of National Workplace Relations Policy, Ai Group

## Attachment A

### Road Transport and Distribution Award 2020

#### Wage Rates

Operative Date: 1 July 2024\*

**Table 1 - Wage Rates - Adult Employees - Employees other than oil distribution workers**

Classification Level	Base Hourly Rate \$	Weekly Wage (38 Hours) \$	Casual Hourly Rate (25% loading) \$	Casual Loading (25%) \$
Transport Worker Grade 1	24.78	941.70	30.98	6.20
Transport Worker Grade 2	25.38	964.30	31.73	6.35
Transport Worker Grade 3	25.67	975.50	32.09	6.42
Transport Worker Grade 4	26.12	992.70	32.65	6.53
Transport Worker Grade 5	26.45	1005.00	33.06	6.61
Transport Worker Grade 6	26.75	1016.40	33.44	6.69
Transport Worker Grade 7	27.14	1031.20	33.93	6.79
Transport Worker Grade 8	27.93	1061.20	34.91	6.98
Transport Worker Grade 9	28.39	1078.90	35.49	7.10
Transport Worker Grade 10	29.10	1105.70	36.38	7.28

**Table 2 - Wage Rates - Adult Employees - Distribution facility employees**

Classification Level	Base Hourly Rate \$	Weekly Wage (38 Hours) \$	Casual Hourly Rate (25% loading) \$	Casual Loading (25%) \$
Distribution facility employee level 1	25.67	975.50	32.09	6.42
Distribution facility employee level 2	26.12	992.70	32.65	6.53
Distribution facility employee level 3	27.14	1031.20	33.93	6.79
Distribution facility employee level 4	28.39	1078.90	35.49	7.10

<b>Table 3 - Wage Rates - Adult Employees - Oil distribution workers</b>				
<b>Classification Level</b>	<b>Base Hourly Rate</b>	<b>Weekly Wage (38 Hours)</b>	<b>Casual Hourly Rate (25% loading)</b>	<b>Casual Loading (25%)</b>
	\$	\$	\$	\$
Transport Worker Grade 1	26.91	941.70	33.64	6.73
Transport Worker Grade 2	27.55	964.30	34.44	6.89
Transport Worker Grade 3	27.87	975.50	34.84	6.97
Transport Worker Grade 4	28.36	992.70	35.45	7.09
Transport Worker Grade 5	28.71	1005.00	35.89	7.18
Transport Worker Grade 6	29.04	1016.40	36.30	7.26
Transport Worker Grade 7	29.46	1031.20	36.83	7.37
Transport Worker Grade 8	30.32	1061.20	37.90	7.58
Transport Worker Grade 9	30.83	1078.90	38.54	7.71
Transport Worker Grade 10	31.59	1105.70	39.49	7.90

<b>Table 4 - Wage Rates - Juniors<sup>1</sup></b>	
<b>Age</b>	<b>Percentage of minimum rate for the appropriate adult classification</b>
	%
Under 19 years of age	70
19 years of age	80
20 years of age	100
<sup>1</sup> Junior employees aged 18 years or more required to drive a motor vehicle and in sole charge of the vehicle are entitled to the adult rate.	

## Road Transport and Distribution Award 2020

### Allowance Rates

Operative Date: 1 July 2024\*

**Table 1 - All-purpose allowances**

*All purposes means the payment will be included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave.*

Clause No.	Description	Amount	Frequency
19.3(b)	<b>Special vehicle allowances</b>		
	(i) A Transport Worker Grade 7, when driving a low loader for each additional complete tonne over 43 tonnes GCM, will be paid this amount extra	\$1.76	per week
	(ii) A Transport Worker Grade 10, when driving a multi-axle platform trailing equipment with a carrying capacity in excess of 100 tonnes will be paid the following amounts extra per week:		
	For each additional 10 tonnes or part thereof in excess of 100 tonnes and up to 150 tonnes	\$21.27	per week
	For each additional 10 tonnes or part thereof in excess of 150 tonnes and up to 200 tonnes	\$20.39	per week
	For each additional 10 tonnes or part thereof in excess of 200 tonnes and up to 300 tonnes	\$19.90	per week

Table 2 - Other allowances			
Clause No.	Description	Amount	Frequency
19.3(c)	<b>Leading hand (except leading loader) in charge of:</b> 3 to 10 employees 11 to 20 employees More than 20 employees	\$46.04 \$68.58 \$87.11	per week per week per week
19.3(d)	<b>Miscellaneous allowances</b> (i) Driver of a vehicle in excess of the limit length under any State or Cth legislation (ii) Driver of a vehicle with a truck loading crane mounted on it (iii) Driver of a vehicle with a side-lifter crane mounted on it (iv) Driver of a vehicle over 3.5 metres wide (or transporting load over 3.5 metres wide) (v) Recognised furniture carter removing and/or delivering furniture (vi) Recognised livestock carter who is carting livestock (vii) Driving sanitary vehicle (viii) Driver of vehicle collecting garbage (ix) Driver-salesperson (x) Carting loading and/or unloading carbon black not packed in sealed metal containers (xi) Carting loading and/or unloading offensive material (xii) Carting loading and/or unloading dirty material (xiii) Carting tar (not in sealed containers) for immediate spreading on sheets, tar in unsealed containers, or tarred material for spreading upon streets; and/or spreading either of them upon streets (xiv) Handling coffins containing human remains	\$4.49 \$4.49 \$4.49 \$4.49 \$25.27 \$25.27 \$28.48 \$23.31 \$21.36 \$2.73 \$3.51 \$0.59 \$4.39 \$3.71	per day per day per day per day per week per week per week per week per week per day per day per hour per week per coffin
19.3(e)	<b>Employee handling money as defined, for any amount handled:</b> Up to \$20 Over \$20 but not exceeding \$200 Over \$200 but not exceeding \$600 Over \$600 but not exceeding \$1000 Over \$1000 but not exceeding \$1200 Over \$1200 but not exceeding \$1600 Over \$1600 but not exceeding \$2000 Over \$2000	\$2.24 \$4.39 \$7.51 \$9.76 \$13.75 \$21.27 \$23.51 \$26.73	per week per week per week per week per week per week per week per week
19.3(f)	<b>Dangerous goods</b> (i) Transporting bulk dangerous goods or carting explosives by public road (ii) Transporting packaged dangerous goods which requires placarding by public road	\$23.12 \$9.66	per day per day
19.3(g)	First aid allowance	\$15.61	per week
19.5(a)	Travelling allowance	\$40.08	per day
19.5(d)	(ii) Housing allowance	\$4.37	less than rental
19.5(f)	(i) Meal allowance	\$19.81	per meal

\*First full pay period on or after 1 July 2024.

## Attachment B

### Road Transport (Long Distance Operations) Award 2020 Wage Rates

Operative Date: 1 July 2024\*

**Table 1 - Wage Rates - Adult Employees**

Classification Level	Minimum Weekly Wage \$
Grade 1	These grades are not used to classify employees covered by this Award
Grade 2	These grades are not used to classify employees covered by this Award
Grade 3	975.50
Grade 4	992.70
Grade 5	1005.00
Grade 6	1016.40
Grade 7	1031.20
Grade 8	1061.20
Grade 7	1078.90
Grade 8	1105.70

**Table 2 - Wage Rates - Employees engaged in a long distance operation**

Classification Level	Cents Per Km Rate ¢ per km	Casual Rate (15% loading) ¢ per km	Casual Loading (15%) ¢ per km	Hourly Driving Rate \$	Casual Hourly Driving Rate (15% loading) \$	Casual Loading (15%) \$
Grade 1	These grades are not used to classify employees covered by this Award					
Grade 2	These grades are not used to classify employees covered by this Award					
Grade 3	50.73	58.34	7.61	38.04	43.75	5.71
Grade 4	51.62	59.36	7.74	38.72	44.53	5.81
Grade 5	52.26	60.10	7.84	39.20	45.08	5.88
Grade 6	52.85	60.78	7.93	39.64	45.59	5.95
Grade 7	53.62	61.66	8.04	40.22	46.25	6.03
Grade 8	55.18	63.46	8.28	41.39	47.60	6.21
Grade 9	56.10	64.52	8.42	42.08	48.39	6.31
Grade 10	57.50	66.13	8.63	43.12	49.59	6.47

*NB: At commencement, the employer must nominate either the cents per km or hourly rate method, otherwise the cents per km method will apply.*

**Table 3 - Wage Rates - Loading or unloading duties**

Classification Level	Full time employees	Part time employees Unloading duties outside of agreed days of work <sup>1</sup> (15% loading)	Casual employees (25% loading)
Grade 1	These grades are not used to classify employees covered by this Award		
Grade 2	These grades are not used to classify employees covered by this Award		
Grade 3	31.71	36.47	39.64
Grade 4	32.27	37.11	40.34
Grade 5	32.67	37.57	40.84
Grade 6	33.03	37.98	41.29
Grade 7	33.51	38.54	41.89
Grade 8	34.49	39.66	43.11
Grade 9	35.06	40.32	43.83
Grade 10	35.93	41.32	44.91
<sup>1</sup> A part-time employee may agree to an employer request for them to work on days other than those agreed under clauses 10.2 or 10.3. A part-time employee must be paid an additional 15% when performing unloading duties in these circumstances. See Clause 10.7.			

## Road Transport (Long Distance Operations) Award 2020

### Allowance Rates

Operative Date: 1 July 2024\*

**Table 1 - Allowances**

Clause No.	Description	Amount	Frequency
18.2(c)	<b>Other allowances</b> (i) Driver temporarily transferred to duties covered by this award (ii) Driver of a vehicle in excess of the limit length under any State or Cth Act (iii) Driver of a vehicle over 3.5 metres wide (or transporting load over 3.5 metres wide) (iv) Recognised furniture carter removing and/or delivering furniture (v) Recognised livestock carter who is carting livestock	\$12.60 \$4.47 \$4.47 \$24.60 \$24.60	per occasion per day per day per week per week
18.2(d)	<b>Dangerous goods</b> (i) Transporting bulk dangerous goods or carting explosives by public road (ii) Transporting packaged dangerous goods which requires placarding by public road	\$23.07 \$9.66	per day per day
18.3(c)	(i) Travelling allowance	\$56.28	per occasion
18.3(d)	<b>Housing allowance</b> (i) living at depot, yard or garage (ii) Housing allowance - living in employer provided housing <sup>1</sup>	allowance equal to rent charged by employer rent charged less \$3.80	
<sup>1</sup> If an employer provides housing for an employee and the employee's family, and requires the employee to live there and charges rent, the employer must pay the employee an allowance of the amount above less than the amount of rent charged by the employer for the accommodation			

\*First full pay period to commence on or after 1 July 2024.

## Attachment C

### Clerks—Private Sector Award 2020

#### Wage rates

Operative Date: 1 July 2024\*

**Table 1 - Wage rates - Adult employees**

Classification Level	Base hourly rate \$	Weekly wage (38 hours) \$	Casual hourly rate (25% loading) \$	Casual loading (25%) \$
Level 1				
Year 1	24.87	945.10	31.09	6.22
Year 2	26.05	989.80	32.56	6.51
Year 3	26.85	1020.30	33.56	6.71
Level 2				
Year 1	27.17	1032.30	33.96	6.79
Year 2	27.67	1051.40	34.59	6.92
Level 3	28.69	1090.30	35.86	7.17
Call Centre Principal Customer Contact Specialist	28.89	1098.00	36.11	7.22
Level 4	30.13	1145.00	37.66	7.53
Level 5	31.36	1191.50	39.20	7.84
Call Centre Technical Associate	34.35	1305.20	42.94	8.59

**Table 2 - Wage rates - Juniors**

Age	Percentage of the appropriate adult wage rate %
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

## Clerks—Private Sector Award 2020

### Allowances

Operative Date: 1 July 2024\*

**Table 1 - Allowances**

Clause No.	Description	Amount	Frequency
19.2(b)	First aid allowance	\$15.48	per week
19.4(d)	<b>Laundry allowance</b>		
	(i) For a full-time employee	\$3.55	per week
	(ii) For a part-time or casual employee	\$0.71	per shift
19.5(b)	(i) Meal allowance	\$19.43	per meal
19.5(c)	Overtime meal after four hours	\$15.56	per meal
19.6(a)	<b>Vehicle allowance</b>		
	(i) Motor cars. Maximum of 400k/m p/wk.	\$0.98	per km
	(ii) Motorcycles. Maximum of 400k/m p/wk.	\$0.33	per km

\*First full pay period to commence on or after 1 July 2024.