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**Road Transport and Distribution Award 2020****Road Transport (Long Distance Operations) Award 2020****Clerks – Private Sector Award 2020**

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## Increased Wage Rates and Allowances

AFRA Members have previously been advised of the Fair Work Commission's *Annual Wage Review 2024-25 Decision*. In summary:

- Award minimum wages will be increased by 3.5 per cent.
- The National Minimum Wage will be increased to \$948.00 per week or \$24.95 per hour.
- 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 and allowance rates payable under the above awards are set out in the attached tables.

What is the operative date?

The increase is operative from the **first full pay period that starts on or after 1 July 2025**.

Can the 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 would be no, however, this will depend upon 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.

## Reminder – Superannuation

The minimum Superannuation Guarantee rate employers must pay for each eligible employee increases to 12% of their ordinary time earnings (OTE) on 1 July 2025.

Do you require further advice?

For information or assistance relating to the application of the Fair Work Commission's decision please contact the **Ai Group Workplace Advice Line** on 1300 55 66 77.



**Brent Ferguson**

Head of National Workplace Relations Policy

# Road Transport and Distribution Award 2020 Wage Rates

Operative Date: 1 July 2025\*

**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	25.65	974.70	32.06	6.41
Transport Worker Grade 2	26.27	998.10	32.84	6.57
Transport Worker Grade 3	26.57	1009.60	33.21	6.64
Transport Worker Grade 4	27.04	1027.40	33.80	6.76
Transport Worker Grade 5	27.37	1040.20	34.21	6.84
Transport Worker Grade 6	27.68	1052.00	34.60	6.92
Transport Worker Grade 7	28.09	1067.30	35.11	7.02
Transport Worker Grade 8	28.90	1098.30	36.13	7.23
Transport Worker Grade 9	29.39	1116.70	36.74	7.35
Transport Worker Grade 10	30.12	1144.40	37.65	7.53

**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	26.57	1009.60	33.21	6.64
Distribution facility employee level 2	27.04	1027.40	33.80	6.76
Distribution facility employee level 3	28.09	1067.30	35.11	7.02
Distribution facility employee level 4	29.39	1116.70	36.74	7.35

**Table 3 - Wage Rates - Adult Employees - Oil distribution workers**

Classification Level	Base Hourly Rate \$	Weekly Wage (38 Hours) \$	Casual Hourly Rate (25% loading) \$	Casual Loading (25%) \$
Transport Worker Grade 1	27.85	974.70	34.81	6.96
Transport Worker Grade 2	28.52	998.10	35.65	7.13
Transport Worker Grade 3	28.85	1009.60	36.06	7.21
Transport Worker Grade 4	29.35	1027.40	36.69	7.34
Transport Worker Grade 5	29.72	1040.20	37.15	7.43
Transport Worker Grade 6	30.06	1052.00	37.58	7.52
Transport Worker Grade 7	30.49	1067.30	38.11	7.62
Transport Worker Grade 8	31.38	1098.30	39.23	7.85
Transport Worker Grade 9	31.91	1116.70	39.89	7.98
Transport Worker Grade 10	32.70	1144.40	40.88	8.18

**Table 4 - Wage Rates - Juniors<sup>1</sup>**

Age	Percentage of minimum rate for the appropriate adult classification %
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 2025\*

**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	\$1.82	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	\$22.01	per week
	For each additional 10 tonnes or part thereof in excess of 150 tonnes and up to 200	\$21.10	per week
	For each additional 10 tonnes or part thereof in excess of 200 tonnes and up to 300	\$20.60	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	\$47.65	per week
	11 to 20 employees	\$70.97	per week
	More than 20 employees	\$90.16	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	\$4.64	per day
	(ii) Driver of a vehicle with a truck loading crane mounted on it	\$4.64	per day
	(iii) Driver of a vehicle with a side-lifter crane mounted on it	\$4.64	per day
	(iv) Driver of a vehicle over 3.5 metres wide (or transporting load over 3.5 metres wide)	\$4.64	per day
	(v) Recognised furniture carter removing and/or delivering furniture	\$26.15	per week
	(vi) Recognised livestock carter who is carting livestock	\$26.15	per week
	(vii) Driving sanitary vehicle	\$29.48	per week
	(viii) Driver of vehicle collecting garbage	\$24.13	per week
	(ix) Driver-salesperson	\$22.11	per week
	(x) Carting loading and/or unloading carbon black not packed in sealed metal containers	\$2.83	per day
	(xi) Carting loading and/or unloading offensive material	\$3.63	per day
	(xii) Carting loading and/or unloading dirty material	\$0.61	per hour
	(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	\$4.54	per week
	(xiv) Handling coffins containing human remains	\$3.84	per coffin
19.3(e)	<b>Employee handling money as defined, for any amount handled:</b>		
	Up to \$20	\$2.32	per week
	Over \$20 but not exceeding \$200	\$4.54	per week
	Over \$200 but not exceeding \$600	\$7.77	per week
	Over \$600 but not exceeding \$1000	\$10.10	per week
	Over \$1000 but not exceeding \$1200	\$14.24	per week
	Over \$1200 but not exceeding \$1600	\$22.01	per week
	Over \$1600 but not exceeding \$2000	\$24.33	per week
	Over \$2000	\$27.66	per week
19.3(f)	<b>Dangerous goods</b>		
	(i) Transporting bulk dangerous goods or carting explosives by public road	\$23.93	per day
	(ii) Transporting packaged dangerous goods which requires placarding by public road	\$10.00	per day
19.3(g)	First aid allowance	\$16.15	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	\$20.32	per meal

# Road Transport (Long Distance Operations) Award 2020

## Wage Rates

Operative Date: 1 July 2025\*

**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	1009.60
Grade 4	1027.40
Grade 5	1040.20
Grade 6	1052.00
Grade 7	1067.30
Grade 8	1098.30
Grade 7	1116.70
Grade 8	1144.40

**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	52.50	60.38	7.88	39.37	45.28	5.91
Grade 4	53.42	61.43	8.01	40.07	46.08	6.01
Grade 5	54.09	62.20	8.11	40.57	46.66	6.09
Grade 6	54.70	62.91	8.21	41.03	47.18	6.15
Grade 7	55.50	63.83	8.33	41.62	47.86	6.24
Grade 8	57.11	65.68	8.57	42.83	49.25	6.42
Grade 9	58.07	66.78	8.71	43.55	50.08	6.53
Grade 10	59.51	68.44	8.93	44.63	51.32	6.69

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	32.81	37.73	41.01
Grade 4	33.40	38.41	41.75
Grade 5	33.81	38.88	42.26
Grade 6	34.19	39.32	42.74
Grade 7	34.68	39.88	43.35
Grade 8	35.70	41.06	44.63
Grade 9	36.30	41.75	45.38
Grade 10	37.19	42.77	46.49

<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 2025\*

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	\$13.04 \$4.63 \$4.63 \$25.46 \$25.46	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	\$23.88 \$9.99	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 \$4.01	
<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			

**Clerks—Private Sector Award 2020**  
**Wage rates**

Operative Date: 1 July 2025\*

**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	25.74	978.20	32.18	6.44
Year 2	26.96	1024.40	33.70	6.74
Year 3	27.79	1056.00	34.74	6.95
Level 2				
Year 1	28.12	1068.40	35.15	7.03
Year 2	28.64	1088.20	35.80	7.16
Level 3	29.70	1128.50	37.13	7.43
Call Centre Principal Customer Contact	29.91	1136.40	37.39	7.48
Level 4	31.19	1185.10	38.99	7.80
Level 5	32.45	1233.20	40.56	8.11
Call Centre Technical Associate	35.55	1350.90	44.44	8.89

**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 2025\*

**Table 1 - Allowances**

Clause No.	Description	Amount	Frequency
19.2(b)	First aid allowance	\$16.03	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	\$19.93	per meal
19.5(c)	Overtime meal after four hours	\$15.96	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