Road Transport and Distribution Award 2020
Wage Rates

Operative Date: 1 July 2026*

Table 1 - Wage Rates - Adult Employees - Transport 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	26.87	1021.00	33.59	6.72
Transport Worker Grade 2	27.51	1045.50	34.39	6.88
Transport Worker Grade 3	27.83	1057.60	34.79	6.96
Transport Worker Grade 4	28.32	1076.20	35.40	7.08
Transport Worker Grade 5	28.67	1089.60	35.84	7.17
Transport Worker Grade 6	29.00	1102.00	36.25	7.25
Transport Worker Grade 7	29.42	1118.00	36.78	7.36
Transport Worker Grade 8	30.28	1150.50	37.85	7.57
Transport Worker Grade 9	30.78	1169.70	38.48	7.70
Transport Worker Grade 10	31.55	1198.80	39.44	7.89

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	27.83	1057.60	34.79	6.96
Distribution facility employee level 2	28.32	1076.20	35.40	7.08
Distribution facility employee level 3	29.42	1118.00	36.78	7.36
Distribution facility employee level 4	30.78	1169.70	38.48	7.70

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	29.17	1021.00	36.46	7.29
Transport Worker Grade 2	29.87	1045.50	37.34	7.47
Transport Worker Grade 3	30.22	1057.60	37.78	7.56
Transport Worker Grade 4	30.75	1076.20	38.44	7.69
Transport Worker Grade 5	31.13	1089.60	38.91	7.78
Transport Worker Grade 6	31.49	1102.00	39.36	7.87
Transport Worker Grade 7	31.94	1118.00	39.93	7.99
Transport Worker Grade 8	32.87	1150.50	41.09	8.22
Transport Worker Grade 9	33.42	1169.70	41.78	8.36
Transport Worker Grade 10	34.25	1198.80	42.81	8.56

Table 4 - Wage Rates - Juniors[1]

Age	Percentage of applicable adult rate %
Under 19 years	70
19 years	80
20 years	100

[1] *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.*

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Allowance Rates

Operative Date: 1 July 2026*

Table 1 - All-purpose allowances

All purpose 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)	Special vehicle allowances		
	(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.	$1.90	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:		
	For each additional 10 tonnes or part thereof in excess of 100 tonnes and up to 150	$23.06	per week
	For each additional 10 tonnes or part thereof in excess of 150 tonnes and up to 200	$22.10	per week
	For each additional 10 tonnes or part thereof in excess of 200 tonnes and up to 300	$21.58	per week

Table 2 - Other allowances

Clause No.	Description	Amount	Frequency
19.3(c)	Leading hand (except leading loader):		
	In charge of 3-10 employees	$49.92	per week
	In charge of 11-20 employees	$74.35	per week
	In charge of more than 20 employees	$94.44	per week
19.3(d)	Miscellaneous allowances		
	(i) Driver of a vehicle in excess of the limit length under any State or Cth legislation	$4.86	per day
	(ii) Driver of a vehicle with a truck loading crane mounted on it	$4.86	per day
	(iii) Driver of a vehicle with a side-lifter crane mounted on it	$4.86	per day
	(iv) Driver of a vehicle over 3.5 metres wide (or transporting load over 3.5 metres wide)	$4.86	per day
	(v) Recognised furniture carter removing and/or delivering furniture	$27.39	per week
	(vi) Recognised livestock carter who is carting livestock	$27.39	per week
	(vii) Driving sanitary vehicle	$30.88	per week
	(viii) Driver of vehicle collecting garbage	$25.28	per week
	(ix) Driver-salesperson	$23.16	per week
	(x) Carting loading and/or unloading carbon black not packed in sealed metal containers	$2.96	per day
	(xi) Carting loading and/or unloading offensive material	$3.81	per day
	(xii) Carting loading and/or unloading dirty material	$0.63	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	$4.76	per week
	(xiv) Handling coffins containing human remains	$4.02	per coffin
19.3(e)	Employee handling money as defined, for any amount handled:		
	Up to $20	$2.43	per week
	Over $20 but not exceeding $200	$4.76	per week
	Over $200 but not exceeding $600	$8.14	per week
	Over $600 but not exceeding $1000	$10.58	per week
	Over $1000 but not exceeding $1200	$14.91	per week
	Over $1200 but not exceeding $1600	$23.06	per week
	Over $1600 but not exceeding $2000	$25.49	per week
	Over $2000	$28.98	per week
19.3(f)	Dangerous goods		
	(i) Transporting bulk dangerous goods or carting explosives by public road	$25.07	per day
	(ii) Transporting packaged dangerous goods which requires placarding by public road	$10.47	per day
19.3(g)	First aid allowance	$16.92	per week
19.5(a)	Travelling allowance	$41.03	per day
19.5(d)	(ii) Housing allowance	$4.49	less than rental
19.5(f)	(i) Meal allowance	$21.15	per meal

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