Australian Government Fair Work OMBUDSMAN

Pay Guide - Road Transport and Distribution Award [MA000038]

Published 10 July 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Transport employees - other than oil distribution employees - Full-time & part-time

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.
Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.
These rates are available in the Pay and Conditions Tool.

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday
Transport worker grade 1	$1,021.00	$26.87	$40.31	$53.74	$53.74	$67.18	$67.18
Transport worker grade 2	$1,045.50	$27.51	$41.27	$55.02	$55.02	$68.78	$68.78
Transport worker grade 3	$1,057.60	$27.83	$41.75	$55.66	$55.66	$69.58	$69.58
Transport worker grade 4	$1,076.20	$28.32	$42.48	$56.64	$56.64	$70.80	$70.80
Transport worker grade 5	$1,089.60	$28.67	$43.01	$57.34	$57.34	$71.68	$71.68
Transport worker grade 6	$1,102.00	$29.00	$43.50	$58.00	$58.00	$72.50	$72.50
Transport worker grade 7	$1,118.00	$29.42	$44.13	$58.84	$58.84	$73.55	$73.55
Transport worker grade 8	$1,150.50	$30.28	$45.42	$60.56	$60.56	$75.70	$75.70
Transport worker grade 9	$1,169.70	$30.78	$46.17	$61.56	$61.56	$76.95	$76.95
Transport worker grade 10	$1,198.80	$31.55	$47.33	$63.10	$63.10	$78.88	$78.88

Table 2 of 4

Classification	Public holiday - Good Friday or Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker
Transport worker grade 1	$80.61	$34.93	$53.74	$31.57	$34.93	$40.31	$53.74
Transport worker grade 2	$82.53	$35.76	$55.02	$32.32	$35.76	$41.27	$55.02
Transport worker grade 3	$83.49	$36.18	$55.66	$32.70	$36.18	$41.75	$55.66
Transport worker grade 4	$84.96	$36.82	$56.64	$33.28	$36.82	$42.48	$56.64
Transport worker grade 5	$86.01	$37.27	$57.34	$33.69	$37.27	$43.01	$57.34
Transport worker grade 6	$87.00	$37.70	$58.00	$34.08	$37.70	$43.50	$58.00
Transport worker grade 7	$88.26	$38.25	$58.84	$34.57	$38.25	$44.13	$58.84
Transport worker grade 8	$90.84	$39.36	$60.56	$35.58	$39.36	$45.42	$60.56
Transport worker grade 9	$92.34	$40.01	$61.56	$36.17	$40.01	$46.17	$61.56
Transport worker grade 10	$94.65	$41.02	$63.10	$37.07	$41.02	$47.33	$63.10

Table 3 of 4

Classification	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours
Transport worker grade 1	$67.18	$40.31	$53.74	$40.31	$53.74	$40.31	$53.74
Transport worker grade 2	$68.78	$41.27	$55.02	$41.27	$55.02	$41.27	$55.02
Transport worker grade 3	$69.58	$41.75	$55.66	$41.75	$55.66	$41.75	$55.66
Transport worker grade 4	$70.80	$42.48	$56.64	$42.48	$56.64	$42.48	$56.64
Transport worker grade 5	$71.68	$43.01	$57.34	$43.01	$57.34	$43.01	$57.34
Transport worker grade 6	$72.50	$43.50	$58.00	$43.50	$58.00	$43.50	$58.00
Transport worker grade 7	$73.55	$44.13	$58.84	$44.13	$58.84	$44.13	$58.84
Transport worker grade 8	$75.70	$45.42	$60.56	$45.42	$60.56	$45.42	$60.56
Transport worker grade 9	$76.95	$46.17	$61.56	$46.17	$61.56	$46.17	$61.56
Transport worker grade 10	$78.88	$47.33	$63.10	$47.33	$63.10	$47.33	$63.10

Table 4 of 4

Classification	Overtime - public holiday	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Transport worker grade 1	$67.18	$80.61	$40.31	$53.74	$53.74
Transport worker grade 2	$68.78	$82.53	$41.27	$55.02	$55.02
Transport worker grade 3	$69.58	$83.49	$41.75	$55.66	$55.66
Transport worker grade 4	$70.80	$84.96	$42.48	$56.64	$56.64
Transport worker grade 5	$71.68	$86.01	$43.01	$57.34	$57.34
Transport worker grade 6	$72.50	$87.00	$43.50	$58.00	$58.00
Transport worker grade 7	$73.55	$88.26	$44.13	$58.84	$58.84
Transport worker grade 8	$75.70	$90.84	$45.42	$60.56	$60.56
Transport worker grade 9	$76.95	$92.34	$46.17	$61.56	$61.56
Transport worker grade 10	$78.88	$94.65	$47.33	$63.10	$63.10

Oil distribution employees - Full-time & part-time

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.
Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.
These rates are available in the Pay and Conditions Tool.

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day
Transport worker grade 1	$1,021.00	$29.17	$43.76	$58.34	$72.93	$72.93	$87.51
Transport worker grade 2	$1,045.50	$29.87	$44.81	$59.74	$74.68	$74.68	$89.61
Transport worker grade 3	$1,057.60	$30.22	$45.33	$60.44	$75.55	$75.55	$90.66
Transport worker grade 4	$1,076.20	$30.75	$46.13	$61.50	$76.88	$76.88	$92.25
Transport worker grade 5	$1,089.60	$31.13	$46.70	$62.26	$77.83	$77.83	$93.39
Transport worker grade 6	$1,102.00	$31.49	$47.24	$62.98	$78.73	$78.73	$94.47
Transport worker grade 7	$1,118.00	$31.94	$47.91	$63.88	$79.85	$79.85	$95.82
Transport worker grade 8	$1,150.50	$32.87	$49.31	$65.74	$82.18	$82.18	$98.61
Transport worker grade 9	$1,169.70	$33.42	$50.13	$66.84	$83.55	$83.55	$100.26
Transport worker grade 10	$1,198.80	$34.25	$51.38	$68.50	$85.63	$85.63	$102.75

Table 2 of 4

Classification	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours
Transport worker grade 1	$58.34	$34.27	$37.92	$43.76	$58.34	$72.93	$43.76
Transport worker grade 2	$59.74	$35.10	$38.83	$44.81	$59.74	$74.68	$44.81
Transport worker grade 3	$60.44	$35.51	$39.29	$45.33	$60.44	$75.55	$45.33
Transport worker grade 4	$61.50	$36.13	$39.98	$46.13	$61.50	$76.88	$46.13
Transport worker grade 5	$62.26	$36.58	$40.47	$46.70	$62.26	$77.83	$46.70
Transport worker grade 6	$62.98	$37.00	$40.94	$47.24	$62.98	$78.73	$47.24
Transport worker grade 7	$63.88	$37.53	$41.52	$47.91	$63.88	$79.85	$47.91
Transport worker grade 8	$65.74	$38.62	$42.73	$49.31	$65.74	$82.18	$49.31
Transport worker grade 9	$66.84	$39.27	$43.45	$50.13	$66.84	$83.55	$50.13
Transport worker grade 10	$68.50	$40.24	$44.53	$51.38	$68.50	$85.63	$51.38

Table 3 of 4

Classification	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday	Overtime - public holiday - Good Friday or Christmas Day
Transport worker grade 1	$58.34	$43.76	$58.34	$43.76	$58.34	$72.93	$87.51
Transport worker grade 2	$59.74	$44.81	$59.74	$44.81	$59.74	$74.68	$89.61
Transport worker grade 3	$60.44	$45.33	$60.44	$45.33	$60.44	$75.55	$90.66
Transport worker grade 4	$61.50	$46.13	$61.50	$46.13	$61.50	$76.88	$92.25
Transport worker grade 5	$62.26	$46.70	$62.26	$46.70	$62.26	$77.83	$93.39
Transport worker grade 6	$62.98	$47.24	$62.98	$47.24	$62.98	$78.73	$94.47
Transport worker grade 7	$63.88	$47.91	$63.88	$47.91	$63.88	$79.85	$95.82
Transport worker grade 8	$65.74	$49.31	$65.74	$49.31	$65.74	$82.18	$98.61
Transport worker grade 9	$66.84	$50.13	$66.84	$50.13	$66.84	$83.55	$100.26
Transport worker grade 10	$68.50	$51.38	$68.50	$51.38	$68.50	$85.63	$102.75

Table 4 of 4

Classification	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$43.76	$58.34	$58.34	$43.76	$58.34
Transport worker grade 2	$44.81	$59.74	$59.74	$44.81	$59.74
Transport worker grade 3	$45.33	$60.44	$60.44	$45.33	$60.44
Transport worker grade 4	$46.13	$61.50	$61.50	$46.13	$61.50
Transport worker grade 5	$46.70	$62.26	$62.26	$46.70	$62.26
Transport worker grade 6	$47.24	$62.98	$62.98	$47.24	$62.98
Transport worker grade 7	$47.91	$63.88	$63.88	$47.91	$63.88
Transport worker grade 8	$49.31	$65.74	$65.74	$49.31	$65.74
Transport worker grade 9	$50.13	$66.84	$66.84	$50.13	$66.84
Transport worker grade 10	$51.38	$68.50	$68.50	$51.38	$68.50

Distribution facility employees - Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday
Distribution facility employee level 1	$1,057.60	$27.83	$41.75	$55.66	$55.66	$69.58	$69.58
Distribution facility employee level 2	$1,076.20	$28.32	$42.48	$56.64	$56.64	$70.80	$70.80
Distribution facility employee level 3	$1,118.00	$29.42	$44.13	$58.84	$58.84	$73.55	$73.55
Distribution facility employee level 4	$1,169.70	$30.78	$46.17	$61.56	$61.56	$76.95	$76.95

Table 2 of 4

Classification	Public holiday - Good Friday or Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker
Distribution facility employee level 1	$83.49	$36.18	$55.66	$32.70	$36.18	$41.75	$55.66
Distribution facility employee level 2	$84.96	$36.82	$56.64	$33.28	$36.82	$42.48	$56.64
Distribution facility employee level 3	$88.26	$38.25	$58.84	$34.57	$38.25	$44.13	$58.84
Distribution facility employee level 4	$92.34	$40.01	$61.56	$36.17	$40.01	$46.17	$61.56

Table 3 of 4

Classification	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours
Distribution facility employee level 1	$69.58	$41.75	$55.66	$41.75	$55.66	$41.75	$55.66
Distribution facility employee level 2	$70.80	$42.48	$56.64	$42.48	$56.64	$42.48	$56.64
Distribution facility employee level 3	$73.55	$44.13	$58.84	$44.13	$58.84	$44.13	$58.84
Distribution facility employee level 4	$76.95	$46.17	$61.56	$46.17	$61.56	$46.17	$61.56

Table 4 of 4

Classification	Overtime - public holiday	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Distribution facility employee level 1	$69.58	$83.49	$41.75	$55.66	$55.66
Distribution facility employee level 2	$70.80	$84.96	$42.48	$56.64	$56.64
Distribution facility employee level 3	$73.55	$88.26	$44.13	$58.84	$58.84
Distribution facility employee level 4	$76.95	$92.34	$46.17	$61.56	$61.56

Transport employees - other than oil distribution employees - Casual

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.

Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.

These rates are available in the Pay and Conditions Tool.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Transport worker grade 1	$33.59	$47.02	$60.46	$73.89	$87.33	$41.65	$60.46
Transport worker grade 2	$34.39	$48.14	$61.90	$75.65	$89.41	$42.64	$61.90
Transport worker grade 3	$34.79	$48.70	$62.62	$76.53	$90.45	$43.14	$62.62
Transport worker grade 4	$35.40	$49.56	$63.72	$77.88	$92.04	$43.90	$63.72
Transport worker grade 5	$35.84	$50.17	$64.51	$78.84	$93.18	$44.44	$64.51
Transport worker grade 6	$36.25	$50.75	$65.25	$79.75	$94.25	$44.95	$65.25
Transport worker grade 7	$36.78	$51.49	$66.20	$80.91	$95.62	$45.60	$66.20
Transport worker grade 8	$37.85	$52.99	$68.13	$83.27	$98.41	$46.93	$68.13
Transport worker grade 9	$38.48	$53.87	$69.26	$84.65	$100.04	$47.71	$69.26
Transport worker grade 10	$39.44	$55.21	$70.99	$86.76	$102.54	$48.90	$70.99

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Transport worker grade 1	$38.29	$41.65	$47.02	$60.46	$73.89	$47.02	$60.46
Transport worker grade 2	$39.20	$42.64	$48.14	$61.90	$75.65	$48.14	$61.90
Transport worker grade 3	$39.66	$43.14	$48.70	$62.62	$76.53	$48.70	$62.62
Transport worker grade 4	$40.36	$43.90	$49.56	$63.72	$77.88	$49.56	$63.72
Transport worker grade 5	$40.85	$44.44	$50.17	$64.51	$78.84	$50.17	$64.51
Transport worker grade 6	$41.33	$44.95	$50.75	$65.25	$79.75	$50.75	$65.25
Transport worker grade 7	$41.92	$45.60	$51.49	$66.20	$80.91	$51.49	$66.20
Transport worker grade 8	$43.15	$46.93	$52.99	$68.13	$83.27	$52.99	$68.13
Transport worker grade 9	$43.86	$47.71	$53.87	$69.26	$84.65	$53.87	$69.26
Transport worker grade 10	$44.96	$48.90	$55.21	$70.99	$86.76	$55.21	$70.99

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Transport worker grade 1	$42.99	$56.43	$42.99	$56.43	$42.99	$56.43
Transport worker grade 2	$44.02	$57.77	$44.02	$57.77	$44.02	$57.77
Transport worker grade 3	$44.53	$58.44	$44.53	$58.44	$44.53	$58.44
Transport worker grade 4	$45.31	$59.47	$45.31	$59.47	$45.31	$59.47
Transport worker grade 5	$45.87	$60.21	$45.87	$60.21	$45.87	$60.21
Transport worker grade 6	$46.40	$60.90	$46.40	$60.90	$46.40	$60.90
Transport worker grade 7	$47.07	$61.78	$47.07	$61.78	$47.07	$61.78
Transport worker grade 8	$48.45	$63.59	$48.45	$63.59	$48.45	$63.59
Transport worker grade 9	$49.25	$64.64	$49.25	$64.64	$49.25	$64.64
Transport worker grade 10	$50.48	$66.26	$50.48	$66.26	$50.48	$66.26

Oil distribution employees - Casual

Level 7 drivers of low loaders, are paid an extra amount for each complete tonne over 43 tonnes GCM.

Level 10 drivers of multi-axle trailing equipment, are paid extra amounts where the carrying capacity is in excess of 70 tonnes.

These rates are available in the Pay and Conditions Tool.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Public holidays	Public holiday - Good Friday/Christmas Day	Working through a meal break	Afternoon shift	Night shift
Transport worker grade 1	$36.46	$51.05	$80.22	$94.80	$65.63	$41.57	$45.21
Transport worker grade 2	$37.34	$52.27	$82.14	$97.08	$67.21	$42.56	$46.30
Transport worker grade 3	$37.78	$52.89	$83.11	$98.22	$68.00	$43.06	$46.84
Transport worker grade 4	$38.44	$53.81	$84.56	$99.94	$69.19	$43.82	$47.66
Transport worker grade 5	$38.91	$54.48	$85.61	$101.17	$70.04	$44.36	$48.25
Transport worker grade 6	$39.36	$55.11	$86.60	$102.34	$70.85	$44.87	$48.81
Transport worker grade 7	$39.93	$55.90	$87.84	$103.81	$71.87	$45.51	$49.51
Transport worker grade 8	$41.09	$57.52	$90.39	$106.83	$73.96	$46.84	$50.95
Transport worker grade 9	$41.78	$58.49	$91.91	$108.62	$75.20	$47.62	$51.80
Transport worker grade 10	$42.81	$59.94	$94.19	$111.31	$77.06	$48.81	$53.09

Table 2 of 3

Classification	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours
Transport worker grade 1	$51.05	$65.63	$80.22	$51.05	$65.63	$46.67	$61.26
Transport worker grade 2	$52.27	$67.21	$82.14	$52.27	$67.21	$47.79	$62.73
Transport worker grade 3	$52.89	$68.00	$83.11	$52.89	$68.00	$48.35	$63.46
Transport worker grade 4	$53.81	$69.19	$84.56	$53.81	$69.19	$49.20	$64.58
Transport worker grade 5	$54.48	$70.04	$85.61	$54.48	$70.04	$49.81	$65.37
Transport worker grade 6	$55.11	$70.85	$86.60	$55.11	$70.85	$50.38	$66.13
Transport worker grade 7	$55.90	$71.87	$87.84	$55.90	$71.87	$51.10	$67.07
Transport worker grade 8	$57.52	$73.96	$90.39	$57.52	$73.96	$52.59	$69.03
Transport worker grade 9	$58.49	$75.20	$91.91	$58.49	$75.20	$53.47	$70.18
Transport worker grade 10	$59.94	$77.06	$94.19	$59.94	$77.06	$54.80	$71.93

Table 3 of 3

Classification	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$46.67	$61.26	$46.67	$61.26	$46.67	$61.26
Transport worker grade 2	$47.79	$62.73	$47.79	$62.73	$47.79	$62.73
Transport worker grade 3	$48.35	$63.46	$48.35	$63.46	$48.35	$63.46
Transport worker grade 4	$49.20	$64.58	$49.20	$64.58	$49.20	$64.58
Transport worker grade 5	$49.81	$65.37	$49.81	$65.37	$49.81	$65.37
Transport worker grade 6	$50.38	$66.13	$50.38	$66.13	$50.38	$66.13
Transport worker grade 7	$51.10	$67.07	$51.10	$67.07	$51.10	$67.07
Transport worker grade 8	$52.59	$69.03	$52.59	$69.03	$52.59	$69.03
Transport worker grade 9	$53.47	$70.18	$53.47	$70.18	$53.47	$70.18
Transport worker grade 10	$54.80	$71.93	$54.80	$71.93	$54.80	$71.93

Distribution facility employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Distribution facility employee level 1	$34.79	$48.70	$62.62	$76.53	$90.45	$43.14	$62.62
Distribution facility employee level 2	$35.40	$49.56	$63.72	$77.88	$92.04	$43.90	$63.72
Distribution facility employee level 3	$36.78	$51.49	$66.20	$80.91	$95.62	$45.60	$66.20
Distribution facility employee level 4	$38.48	$53.87	$69.26	$84.65	$100.04	$47.71	$69.26

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Distribution facility employee level 1	$39.66	$43.14	$48.70	$62.62	$76.53	$48.70	$62.62
Distribution facility employee level 2	$40.36	$43.90	$49.56	$63.72	$77.88	$49.56	$63.72
Distribution facility employee level 3	$41.92	$45.60	$51.49	$66.20	$80.91	$51.49	$66.20
Distribution facility employee level 4	$43.86	$47.71	$53.87	$69.26	$84.65	$53.87	$69.26

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Distribution facility employee level 1	$44.53	$58.44	$44.53	$58.44	$44.53	$58.44
Distribution facility employee level 2	$45.31	$59.47	$45.31	$59.47	$45.31	$59.47
Distribution facility employee level 3	$47.07	$61.78	$47.07	$61.78	$47.07	$61.78
Distribution facility employee level 4	$49.25	$64.64	$49.25	$64.64	$49.25	$64.64

Junior - Transport employees - other than oil distribution employees - Full-time & part-time - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day
Transport worker grade 1	$18.81	$28.22	$37.62	$37.62	$47.03	$47.03	$56.43
Transport worker grade 2	$19.26	$28.89	$38.52	$38.52	$48.15	$48.15	$57.78
Transport worker grade 3	$19.48	$29.22	$38.96	$38.96	$48.70	$48.70	$58.44
Transport worker grade 4	$19.82	$29.73	$39.64	$39.64	$49.55	$49.55	$59.46
Transport worker grade 5	$20.07	$30.11	$40.14	$40.14	$50.18	$50.18	$60.21
Transport worker grade 6	$20.30	$30.45	$40.60	$40.60	$50.75	$50.75	$60.90
Transport worker grade 7	$20.59	$30.89	$41.18	$41.18	$51.48	$51.48	$61.77
Transport worker grade 8	$21.20	$31.80	$42.40	$42.40	$53.00	$53.00	$63.60
Transport worker grade 9	$21.55	$32.33	$43.10	$43.10	$53.88	$53.88	$64.65
Transport worker grade 10	$22.09	$33.14	$44.18	$44.18	$55.23	$55.23	$66.27

Table 2 of 4

Classification	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Transport worker grade 1	$24.45	$37.62	$22.10	$24.45	$28.22	$37.62	$47.03
Transport worker grade 2	$25.04	$38.52	$22.63	$25.04	$28.89	$38.52	$48.15
Transport worker grade 3	$25.32	$38.96	$22.89	$25.32	$29.22	$38.96	$48.70
Transport worker grade 4	$25.77	$39.64	$23.29	$25.77	$29.73	$39.64	$49.55
Transport worker grade 5	$26.09	$40.14	$23.58	$26.09	$30.11	$40.14	$50.18
Transport worker grade 6	$26.39	$40.60	$23.85	$26.39	$30.45	$40.60	$50.75
Transport worker grade 7	$26.77	$41.18	$24.19	$26.77	$30.89	$41.18	$51.48
Transport worker grade 8	$27.56	$42.40	$24.91	$27.56	$31.80	$42.40	$53.00
Transport worker grade 9	$28.02	$43.10	$25.32	$28.02	$32.33	$43.10	$53.88
Transport worker grade 10	$28.72	$44.18	$25.96	$28.72	$33.14	$44.18	$55.23

Table 3 of 4

Classification	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday
Transport worker grade 1	$28.22	$37.62	$28.22	$37.62	$28.22	$37.62	$47.03
Transport worker grade 2	$28.89	$38.52	$28.89	$38.52	$28.89	$38.52	$48.15
Transport worker grade 3	$29.22	$38.96	$29.22	$38.96	$29.22	$38.96	$48.70
Transport worker grade 4	$29.73	$39.64	$29.73	$39.64	$29.73	$39.64	$49.55
Transport worker grade 5	$30.11	$40.14	$30.11	$40.14	$30.11	$40.14	$50.18
Transport worker grade 6	$30.45	$40.60	$30.45	$40.60	$30.45	$40.60	$50.75
Transport worker grade 7	$30.89	$41.18	$30.89	$41.18	$30.89	$41.18	$51.48
Transport worker grade 8	$31.80	$42.40	$31.80	$42.40	$31.80	$42.40	$53.00
Transport worker grade 9	$32.33	$43.10	$32.33	$43.10	$32.33	$43.10	$53.88
Transport worker grade 10	$33.14	$44.18	$33.14	$44.18	$33.14	$44.18	$55.23

Table 4 of 4

Classification	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Transport worker grade 1	$56.43	$28.22	$37.62	$37.62
Transport worker grade 2	$57.78	$28.89	$38.52	$38.52
Transport worker grade 3	$58.44	$29.22	$38.96	$38.96
Transport worker grade 4	$59.46	$29.73	$39.64	$39.64
Transport worker grade 5	$60.21	$30.11	$40.14	$40.14
Transport worker grade 6	$60.90	$30.45	$40.60	$40.60
Transport worker grade 7	$61.77	$30.89	$41.18	$41.18
Transport worker grade 8	$63.60	$31.80	$42.40	$42.40
Transport worker grade 9	$64.65	$32.33	$43.10	$43.10
Transport worker grade 10	$66.27	$33.14	$44.18	$44.18

Junior - Transport employees - other than oil distribution employees - Full-time & part-time - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day
Transport worker grade 1	$21.50	$32.25	$43.00	$43.00	$53.75	$53.75	$64.50
Transport worker grade 2	$22.01	$33.02	$44.02	$44.02	$55.03	$55.03	$66.03
Transport worker grade 3	$22.26	$33.39	$44.52	$44.52	$55.65	$55.65	$66.78
Transport worker grade 4	$22.66	$33.99	$45.32	$45.32	$56.65	$56.65	$67.98
Transport worker grade 5	$22.94	$34.41	$45.88	$45.88	$57.35	$57.35	$68.82
Transport worker grade 6	$23.20	$34.80	$46.40	$46.40	$58.00	$58.00	$69.60
Transport worker grade 7	$23.54	$35.31	$47.08	$47.08	$58.85	$58.85	$70.62
Transport worker grade 8	$24.22	$36.33	$48.44	$48.44	$60.55	$60.55	$72.66
Transport worker grade 9	$24.62	$36.93	$49.24	$49.24	$61.55	$61.55	$73.86
Transport worker grade 10	$25.24	$37.86	$50.48	$50.48	$63.10	$63.10	$75.72

Table 2 of 4

Classification	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Transport worker grade 1	$27.95	$43.00	$25.26	$27.95	$32.25	$43.00	$53.75
Transport worker grade 2	$28.61	$44.02	$25.86	$28.61	$33.02	$44.02	$55.03
Transport worker grade 3	$28.94	$44.52	$26.16	$28.94	$33.39	$44.52	$55.65
Transport worker grade 4	$29.46	$45.32	$26.63	$29.46	$33.99	$45.32	$56.65
Transport worker grade 5	$29.82	$45.88	$26.95	$29.82	$34.41	$45.88	$57.35
Transport worker grade 6	$30.16	$46.40	$27.26	$30.16	$34.80	$46.40	$58.00
Transport worker grade 7	$30.60	$47.08	$27.66	$30.60	$35.31	$47.08	$58.85
Transport worker grade 8	$31.49	$48.44	$28.46	$31.49	$36.33	$48.44	$60.55
Transport worker grade 9	$32.01	$49.24	$28.93	$32.01	$36.93	$49.24	$61.55
Transport worker grade 10	$32.81	$50.48	$29.66	$32.81	$37.86	$50.48	$63.10

Table 3 of 4

Classification	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday
Transport worker grade 1	$32.25	$43.00	$32.25	$43.00	$32.25	$43.00	$53.75
Transport worker grade 2	$33.02	$44.02	$33.02	$44.02	$33.02	$44.02	$55.03
Transport worker grade 3	$33.39	$44.52	$33.39	$44.52	$33.39	$44.52	$55.65
Transport worker grade 4	$33.99	$45.32	$33.99	$45.32	$33.99	$45.32	$56.65
Transport worker grade 5	$34.41	$45.88	$34.41	$45.88	$34.41	$45.88	$57.35
Transport worker grade 6	$34.80	$46.40	$34.80	$46.40	$34.80	$46.40	$58.00
Transport worker grade 7	$35.31	$47.08	$35.31	$47.08	$35.31	$47.08	$58.85
Transport worker grade 8	$36.33	$48.44	$36.33	$48.44	$36.33	$48.44	$60.55
Transport worker grade 9	$36.93	$49.24	$36.93	$49.24	$36.93	$49.24	$61.55
Transport worker grade 10	$37.86	$50.48	$37.86	$50.48	$37.86	$50.48	$63.10

Table 4 of 4

Classification	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Transport worker grade 1	$64.50	$32.25	$43.00	$43.00
Transport worker grade 2	$66.03	$33.02	$44.02	$44.02
Transport worker grade 3	$66.78	$33.39	$44.52	$44.52
Transport worker grade 4	$67.98	$33.99	$45.32	$45.32
Transport worker grade 5	$68.82	$34.41	$45.88	$45.88
Transport worker grade 6	$69.60	$34.80	$46.40	$46.40
Transport worker grade 7	$70.62	$35.31	$47.08	$47.08
Transport worker grade 8	$72.66	$36.33	$48.44	$48.44
Transport worker grade 9	$73.86	$36.93	$49.24	$49.24
Transport worker grade 10	$75.72	$37.86	$50.48	$50.48

Junior - Oil distribution employees - Full-time & part-time - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day	Working through a meal break
Transport worker grade 1	$20.42	$30.63	$40.84	$51.05	$51.05	$61.26	$40.84
Transport worker grade 2	$20.91	$31.37	$41.82	$52.28	$52.28	$62.73	$41.82
Transport worker grade 3	$21.15	$31.73	$42.30	$52.88	$52.88	$63.45	$42.30
Transport worker grade 4	$21.53	$32.30	$43.06	$53.83	$53.83	$64.59	$43.06
Transport worker grade 5	$21.79	$32.69	$43.58	$54.48	$54.48	$65.37	$43.58
Transport worker grade 6	$22.04	$33.06	$44.08	$55.10	$55.10	$66.12	$44.08
Transport worker grade 7	$22.36	$33.54	$44.72	$55.90	$55.90	$67.08	$44.72
Transport worker grade 8	$23.01	$34.52	$46.02	$57.53	$57.53	$69.03	$46.02
Transport worker grade 9	$23.39	$35.09	$46.78	$58.48	$58.48	$70.17	$46.78
Transport worker grade 10	$23.98	$35.97	$47.96	$59.95	$59.95	$71.94	$47.96

Table 2 of 4

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Transport worker grade 1	$23.99	$26.55	$30.63	$40.84	$51.05	$30.63	$40.84
Transport worker grade 2	$24.57	$27.18	$31.37	$41.82	$52.28	$31.37	$41.82
Transport worker grade 3	$24.85	$27.50	$31.73	$42.30	$52.88	$31.73	$42.30
Transport worker grade 4	$25.30	$27.99	$32.30	$43.06	$53.83	$32.30	$43.06
Transport worker grade 5	$25.60	$28.33	$32.69	$43.58	$54.48	$32.69	$43.58
Transport worker grade 6	$25.90	$28.65	$33.06	$44.08	$55.10	$33.06	$44.08
Transport worker grade 7	$26.27	$29.07	$33.54	$44.72	$55.90	$33.54	$44.72
Transport worker grade 8	$27.04	$29.91	$34.52	$46.02	$57.53	$34.52	$46.02
Transport worker grade 9	$27.48	$30.41	$35.09	$46.78	$58.48	$35.09	$46.78
Transport worker grade 10	$28.18	$31.17	$35.97	$47.96	$59.95	$35.97	$47.96

Table 3 of 4

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours
Transport worker grade 1	$30.63	$40.84	$30.63	$40.84	$51.05	$61.26	$30.63
Transport worker grade 2	$31.37	$41.82	$31.37	$41.82	$52.28	$62.73	$31.37
Transport worker grade 3	$31.73	$42.30	$31.73	$42.30	$52.88	$63.45	$31.73
Transport worker grade 4	$32.30	$43.06	$32.30	$43.06	$53.83	$64.59	$32.30
Transport worker grade 5	$32.69	$43.58	$32.69	$43.58	$54.48	$65.37	$32.69
Transport worker grade 6	$33.06	$44.08	$33.06	$44.08	$55.10	$66.12	$33.06
Transport worker grade 7	$33.54	$44.72	$33.54	$44.72	$55.90	$67.08	$33.54
Transport worker grade 8	$34.52	$46.02	$34.52	$46.02	$57.53	$69.03	$34.52
Transport worker grade 9	$35.09	$46.78	$35.09	$46.78	$58.48	$70.17	$35.09
Transport worker grade 10	$35.97	$47.96	$35.97	$47.96	$59.95	$71.94	$35.97

Table 4 of 4

Classification	Overtime - call back - after 2 hours	Less than 10 hour break after overtime	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$40.84	$40.84	$30.63	$40.84
Transport worker grade 2	$41.82	$41.82	$31.37	$41.82
Transport worker grade 3	$42.30	$42.30	$31.73	$42.30
Transport worker grade 4	$43.06	$43.06	$32.30	$43.06
Transport worker grade 5	$43.58	$43.58	$32.69	$43.58
Transport worker grade 6	$44.08	$44.08	$33.06	$44.08
Transport worker grade 7	$44.72	$44.72	$33.54	$44.72
Transport worker grade 8	$46.02	$46.02	$34.52	$46.02
Transport worker grade 9	$46.78	$46.78	$35.09	$46.78
Transport worker grade 10	$47.96	$47.96	$35.97	$47.96

Junior - Oil distribution employees - Full-time & part-time - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day	Working through a meal break
Transport worker grade 1	$23.34	$35.01	$46.68	$58.35	$58.35	$70.02	$46.68
Transport worker grade 2	$23.90	$35.85	$47.80	$59.75	$59.75	$71.70	$47.80
Transport worker grade 3	$24.18	$36.27	$48.36	$60.45	$60.45	$72.54	$48.36
Transport worker grade 4	$24.60	$36.90	$49.20	$61.50	$61.50	$73.80	$49.20
Transport worker grade 5	$24.90	$37.35	$49.80	$62.25	$62.25	$74.70	$49.80
Transport worker grade 6	$25.19	$37.79	$50.38	$62.98	$62.98	$75.57	$50.38
Transport worker grade 7	$25.55	$38.33	$51.10	$63.88	$63.88	$76.65	$51.10
Transport worker grade 8	$26.30	$39.45	$52.60	$65.75	$65.75	$78.90	$52.60
Transport worker grade 9	$26.74	$40.11	$53.48	$66.85	$66.85	$80.22	$53.48
Transport worker grade 10	$27.40	$41.10	$54.80	$68.50	$68.50	$82.20	$54.80

Table 2 of 4

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Transport worker grade 1	$27.42	$30.34	$35.01	$46.68	$58.35	$35.01	$46.68
Transport worker grade 2	$28.08	$31.07	$35.85	$47.80	$59.75	$35.85	$47.80
Transport worker grade 3	$28.41	$31.43	$36.27	$48.36	$60.45	$36.27	$48.36
Transport worker grade 4	$28.91	$31.98	$36.90	$49.20	$61.50	$36.90	$49.20
Transport worker grade 5	$29.26	$32.37	$37.35	$49.80	$62.25	$37.35	$49.80
Transport worker grade 6	$29.60	$32.75	$37.79	$50.38	$62.98	$37.79	$50.38
Transport worker grade 7	$30.02	$33.22	$38.33	$51.10	$63.88	$38.33	$51.10
Transport worker grade 8	$30.90	$34.19	$39.45	$52.60	$65.75	$39.45	$52.60
Transport worker grade 9	$31.42	$34.76	$40.11	$53.48	$66.85	$40.11	$53.48
Transport worker grade 10	$32.20	$35.62	$41.10	$54.80	$68.50	$41.10	$54.80

Table 3 of 4

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours
Transport worker grade 1	$35.01	$46.68	$35.01	$46.68	$58.35	$70.02	$35.01
Transport worker grade 2	$35.85	$47.80	$35.85	$47.80	$59.75	$71.70	$35.85
Transport worker grade 3	$36.27	$48.36	$36.27	$48.36	$60.45	$72.54	$36.27
Transport worker grade 4	$36.90	$49.20	$36.90	$49.20	$61.50	$73.80	$36.90
Transport worker grade 5	$37.35	$49.80	$37.35	$49.80	$62.25	$74.70	$37.35
Transport worker grade 6	$37.79	$50.38	$37.79	$50.38	$62.98	$75.57	$37.79
Transport worker grade 7	$38.33	$51.10	$38.33	$51.10	$63.88	$76.65	$38.33
Transport worker grade 8	$39.45	$52.60	$39.45	$52.60	$65.75	$78.90	$39.45
Transport worker grade 9	$40.11	$53.48	$40.11	$53.48	$66.85	$80.22	$40.11
Transport worker grade 10	$41.10	$54.80	$41.10	$54.80	$68.50	$82.20	$41.10

Table 4 of 4

Classification	Overtime - call back - after 2 hours	Less than 10 hour break after overtime	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$46.68	$46.68	$35.01	$46.68
Transport worker grade 2	$47.80	$47.80	$35.85	$47.80
Transport worker grade 3	$48.36	$48.36	$36.27	$48.36
Transport worker grade 4	$49.20	$49.20	$36.90	$49.20
Transport worker grade 5	$49.80	$49.80	$37.35	$49.80
Transport worker grade 6	$50.38	$50.38	$37.79	$50.38
Transport worker grade 7	$51.10	$51.10	$38.33	$51.10
Transport worker grade 8	$52.60	$52.60	$39.45	$52.60
Transport worker grade 9	$53.48	$53.48	$40.11	$53.48
Transport worker grade 10	$54.80	$54.80	$41.10	$54.80

Junior - Distribution facility employees - Full-time & part-time - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day
Distribution facility employee level 1	$19.48	$29.22	$38.96	$38.96	$48.70	$48.70	$58.44
Distribution facility employee level 2	$19.82	$29.73	$39.64	$39.64	$49.55	$49.55	$59.46
Distribution facility employee level 3	$20.59	$30.89	$41.18	$41.18	$51.48	$51.48	$61.77
Distribution facility employee level 4	$21.55	$32.33	$43.10	$43.10	$53.88	$53.88	$64.65

Table 2 of 4

Classification	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Distribution facility employee level 1	$25.32	$38.96	$22.89	$25.32	$29.22	$38.96	$48.70
Distribution facility employee level 2	$25.77	$39.64	$23.29	$25.77	$29.73	$39.64	$49.55
Distribution facility employee level 3	$26.77	$41.18	$24.19	$26.77	$30.89	$41.18	$51.48
Distribution facility employee level 4	$28.02	$43.10	$25.32	$28.02	$32.33	$43.10	$53.88

Table 3 of 4

Classification	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday
Distribution facility employee level 1	$29.22	$38.96	$29.22	$38.96	$29.22	$38.96	$48.70
Distribution facility employee level 2	$29.73	$39.64	$29.73	$39.64	$29.73	$39.64	$49.55
Distribution facility employee level 3	$30.89	$41.18	$30.89	$41.18	$30.89	$41.18	$51.48
Distribution facility employee level 4	$32.33	$43.10	$32.33	$43.10	$32.33	$43.10	$53.88

Table 4 of 4

Classification	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Distribution facility employee level 1	$58.44	$29.22	$38.96	$38.96
Distribution facility employee level 2	$59.46	$29.73	$39.64	$39.64
Distribution facility employee level 3	$61.77	$30.89	$41.18	$41.18
Distribution facility employee level 4	$64.65	$32.33	$43.10	$43.10

Junior - Distribution facility employees - Full-time & part-time - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 4

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Christmas Day - Saturday	Christmas Day - Sunday	Public holiday	Public holiday - Good Friday or Christmas Day
Distribution facility employee level 1	$22.26	$33.39	$44.52	$44.52	$55.65	$55.65	$66.78
Distribution facility employee level 2	$22.66	$33.99	$45.32	$45.32	$56.65	$56.65	$67.98
Distribution facility employee level 3	$23.54	$35.31	$47.08	$47.08	$58.85	$58.85	$70.62
Distribution facility employee level 4	$24.62	$36.93	$49.24	$49.24	$61.55	$61.55	$73.86

Table 2 of 4

Classification	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker
Distribution facility employee level 1	$28.94	$44.52	$26.16	$28.94	$33.39	$44.52	$55.65
Distribution facility employee level 2	$29.46	$45.32	$26.63	$29.46	$33.99	$45.32	$56.65
Distribution facility employee level 3	$30.60	$47.08	$27.66	$30.60	$35.31	$47.08	$58.85
Distribution facility employee level 4	$32.01	$49.24	$28.93	$32.01	$36.93	$49.24	$61.55

Table 3 of 4

Classification	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - public holiday
Distribution facility employee level 1	$33.39	$44.52	$33.39	$44.52	$33.39	$44.52	$55.65
Distribution facility employee level 2	$33.99	$45.32	$33.99	$45.32	$33.99	$45.32	$56.65
Distribution facility employee level 3	$35.31	$47.08	$35.31	$47.08	$35.31	$47.08	$58.85
Distribution facility employee level 4	$36.93	$49.24	$36.93	$49.24	$36.93	$49.24	$61.55

Table 4 of 4

Classification	Overtime - public holiday - Good Friday or Christmas Day	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Less than 10 hour break after overtime
Distribution facility employee level 1	$66.78	$33.39	$44.52	$44.52
Distribution facility employee level 2	$67.98	$33.99	$45.32	$45.32
Distribution facility employee level 3	$70.62	$35.31	$47.08	$47.08
Distribution facility employee level 4	$73.86	$36.93	$49.24	$49.24

Junior - Transport employees - other than oil distribution employees - Casual - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Transport worker grade 1	$23.51	$32.92	$42.32	$51.73	$61.13	$29.16	$42.32
Transport worker grade 2	$24.08	$33.71	$43.34	$52.97	$62.60	$29.85	$43.34
Transport worker grade 3	$24.35	$34.09	$43.83	$53.57	$63.31	$30.19	$43.83
Transport worker grade 4	$24.78	$34.69	$44.60	$54.51	$64.42	$30.72	$44.60
Transport worker grade 5	$25.09	$35.12	$45.16	$55.19	$65.23	$31.11	$45.16
Transport worker grade 6	$25.38	$35.53	$45.68	$55.83	$65.98	$31.47	$45.68
Transport worker grade 7	$25.74	$36.03	$46.33	$56.62	$66.92	$31.91	$46.33
Transport worker grade 8	$26.50	$37.10	$47.70	$58.30	$68.90	$32.86	$47.70
Transport worker grade 9	$26.94	$37.71	$48.49	$59.26	$70.04	$33.40	$48.49
Transport worker grade 10	$27.61	$38.66	$49.70	$60.75	$71.79	$34.24	$49.70

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Transport worker grade 1	$26.80	$29.16	$32.92	$42.32	$51.73	$32.92	$42.32
Transport worker grade 2	$27.45	$29.85	$33.71	$43.34	$52.97	$33.71	$43.34
Transport worker grade 3	$27.76	$30.19	$34.09	$43.83	$53.57	$34.09	$43.83
Transport worker grade 4	$28.24	$30.72	$34.69	$44.60	$54.51	$34.69	$44.60
Transport worker grade 5	$28.60	$31.11	$35.12	$45.16	$55.19	$35.12	$45.16
Transport worker grade 6	$28.93	$31.47	$35.53	$45.68	$55.83	$35.53	$45.68
Transport worker grade 7	$29.34	$31.91	$36.03	$46.33	$56.62	$36.03	$46.33
Transport worker grade 8	$30.21	$32.86	$37.10	$47.70	$58.30	$37.10	$47.70
Transport worker grade 9	$30.71	$33.40	$37.71	$48.49	$59.26	$37.71	$48.49
Transport worker grade 10	$31.48	$34.24	$38.66	$49.70	$60.75	$38.66	$49.70

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Transport worker grade 1	$30.10	$39.50	$30.10	$39.50	$30.10	$39.50
Transport worker grade 2	$30.82	$40.45	$30.82	$40.45	$30.82	$40.45
Transport worker grade 3	$31.17	$40.91	$31.17	$40.91	$31.17	$40.91
Transport worker grade 4	$31.71	$41.62	$31.71	$41.62	$31.71	$41.62
Transport worker grade 5	$32.11	$42.15	$32.11	$42.15	$32.11	$42.15
Transport worker grade 6	$32.48	$42.63	$32.48	$42.63	$32.48	$42.63
Transport worker grade 7	$32.94	$43.24	$32.94	$43.24	$32.94	$43.24
Transport worker grade 8	$33.92	$44.52	$33.92	$44.52	$33.92	$44.52
Transport worker grade 9	$34.48	$45.26	$34.48	$45.26	$34.48	$45.26
Transport worker grade 10	$35.34	$46.39	$35.34	$46.39	$35.34	$46.39

Junior - Transport employees - other than oil distribution employees - Casual - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Transport worker grade 1	$26.88	$37.63	$48.38	$59.13	$69.88	$33.33	$48.38
Transport worker grade 2	$27.51	$38.52	$49.52	$60.53	$71.53	$34.12	$49.52
Transport worker grade 3	$27.83	$38.96	$50.09	$61.22	$72.35	$34.50	$50.09
Transport worker grade 4	$28.33	$39.66	$50.99	$62.32	$73.65	$35.12	$50.99
Transport worker grade 5	$28.68	$40.15	$51.62	$63.09	$74.56	$35.56	$51.62
Transport worker grade 6	$29.00	$40.60	$52.20	$63.80	$75.40	$35.96	$52.20
Transport worker grade 7	$29.43	$41.20	$52.97	$64.74	$76.51	$36.49	$52.97
Transport worker grade 8	$30.28	$42.39	$54.50	$66.61	$78.72	$37.54	$54.50
Transport worker grade 9	$30.78	$43.09	$55.40	$67.71	$80.02	$38.16	$55.40
Transport worker grade 10	$31.55	$44.17	$56.79	$69.41	$82.03	$39.12	$56.79

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Transport worker grade 1	$30.64	$33.33	$37.63	$48.38	$59.13	$37.63	$48.38
Transport worker grade 2	$31.36	$34.12	$38.52	$49.52	$60.53	$38.52	$49.52
Transport worker grade 3	$31.72	$34.50	$38.96	$50.09	$61.22	$38.96	$50.09
Transport worker grade 4	$32.29	$35.12	$39.66	$50.99	$62.32	$39.66	$50.99
Transport worker grade 5	$32.69	$35.56	$40.15	$51.62	$63.09	$40.15	$51.62
Transport worker grade 6	$33.06	$35.96	$40.60	$52.20	$63.80	$40.60	$52.20
Transport worker grade 7	$33.54	$36.49	$41.20	$52.97	$64.74	$41.20	$52.97
Transport worker grade 8	$34.51	$37.54	$42.39	$54.50	$66.61	$42.39	$54.50
Transport worker grade 9	$35.08	$38.16	$43.09	$55.40	$67.71	$43.09	$55.40
Transport worker grade 10	$35.97	$39.12	$44.17	$56.79	$69.41	$44.17	$56.79

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Transport worker grade 1	$34.40	$45.15	$34.40	$45.15	$34.40	$45.15
Transport worker grade 2	$35.22	$46.22	$35.22	$46.22	$35.22	$46.22
Transport worker grade 3	$35.62	$46.75	$35.62	$46.75	$35.62	$46.75
Transport worker grade 4	$36.26	$47.59	$36.26	$47.59	$36.26	$47.59
Transport worker grade 5	$36.70	$48.17	$36.70	$48.17	$36.70	$48.17
Transport worker grade 6	$37.12	$48.72	$37.12	$48.72	$37.12	$48.72
Transport worker grade 7	$37.66	$49.43	$37.66	$49.43	$37.66	$49.43
Transport worker grade 8	$38.75	$50.86	$38.75	$50.86	$38.75	$50.86
Transport worker grade 9	$39.39	$51.70	$39.39	$51.70	$39.39	$51.70
Transport worker grade 10	$40.38	$53.00	$40.38	$53.00	$40.38	$53.00

Junior - Oil distribution employees - Casual - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Public holidays	Public holiday - Good Friday/Christmas Day	Working through a meal break	Afternoon shift	Night shift
Transport worker grade 1	$25.53	$35.74	$56.16	$66.37	$45.95	$29.10	$31.65
Transport worker grade 2	$26.14	$36.59	$57.50	$67.96	$47.05	$29.80	$32.41
Transport worker grade 3	$26.44	$37.01	$58.16	$68.74	$47.59	$30.14	$32.78
Transport worker grade 4	$26.91	$37.68	$59.21	$69.97	$48.44	$30.68	$33.37
Transport worker grade 5	$27.24	$38.13	$59.92	$70.82	$49.03	$31.05	$33.77
Transport worker grade 6	$27.55	$38.57	$60.61	$71.63	$49.59	$31.41	$34.16
Transport worker grade 7	$27.95	$39.13	$61.49	$72.67	$50.31	$31.86	$34.66
Transport worker grade 8	$28.76	$40.27	$63.28	$74.78	$51.77	$32.79	$35.67
Transport worker grade 9	$29.24	$40.93	$64.32	$76.02	$52.63	$33.33	$36.25
Transport worker grade 10	$29.98	$41.97	$65.95	$77.94	$53.96	$34.17	$37.17

Table 2 of 3

Classification	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours
Transport worker grade 1	$35.74	$45.95	$56.16	$35.74	$45.95	$32.67	$42.88
Transport worker grade 2	$36.59	$47.05	$57.50	$36.59	$47.05	$33.46	$43.91
Transport worker grade 3	$37.01	$47.59	$58.16	$37.01	$47.59	$33.84	$44.42
Transport worker grade 4	$37.68	$48.44	$59.21	$37.68	$48.44	$34.45	$45.21
Transport worker grade 5	$38.13	$49.03	$59.92	$38.13	$49.03	$34.86	$45.76
Transport worker grade 6	$38.57	$49.59	$60.61	$38.57	$49.59	$35.26	$46.28
Transport worker grade 7	$39.13	$50.31	$61.49	$39.13	$50.31	$35.78	$46.96
Transport worker grade 8	$40.27	$51.77	$63.28	$40.27	$51.77	$36.82	$48.32
Transport worker grade 9	$40.93	$52.63	$64.32	$40.93	$52.63	$37.42	$49.12
Transport worker grade 10	$41.97	$53.96	$65.95	$41.97	$53.96	$38.37	$50.36

Table 3 of 3

Classification	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$32.67	$42.88	$32.67	$42.88	$32.67	$42.88
Transport worker grade 2	$33.46	$43.91	$33.46	$43.91	$33.46	$43.91
Transport worker grade 3	$33.84	$44.42	$33.84	$44.42	$33.84	$44.42
Transport worker grade 4	$34.45	$45.21	$34.45	$45.21	$34.45	$45.21
Transport worker grade 5	$34.86	$45.76	$34.86	$45.76	$34.86	$45.76
Transport worker grade 6	$35.26	$46.28	$35.26	$46.28	$35.26	$46.28
Transport worker grade 7	$35.78	$46.96	$35.78	$46.96	$35.78	$46.96
Transport worker grade 8	$36.82	$48.32	$36.82	$48.32	$36.82	$48.32
Transport worker grade 9	$37.42	$49.12	$37.42	$49.12	$37.42	$49.12
Transport worker grade 10	$38.37	$50.36	$38.37	$50.36	$38.37	$50.36

Junior - Oil distribution employees - Casual - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours - rural oil distribution operations	Public holidays	Public holiday - Good Friday/Christmas Day	Working through a meal break	Afternoon shift	Night shift
Transport worker grade 1	$29.18	$40.85	$64.19	$75.86	$52.52	$33.26	$36.18
Transport worker grade 2	$29.88	$41.83	$65.73	$77.68	$53.78	$34.06	$37.05
Transport worker grade 3	$30.23	$42.32	$66.50	$78.59	$54.41	$34.46	$37.48
Transport worker grade 4	$30.75	$43.05	$67.65	$79.95	$55.35	$35.06	$38.13
Transport worker grade 5	$31.13	$43.58	$68.48	$80.93	$56.03	$35.48	$38.60
Transport worker grade 6	$31.49	$44.08	$69.27	$81.87	$56.68	$35.90	$39.04
Transport worker grade 7	$31.94	$44.71	$70.26	$83.04	$57.49	$36.41	$39.60
Transport worker grade 8	$32.88	$46.03	$72.33	$85.48	$59.18	$37.48	$40.77
Transport worker grade 9	$33.43	$46.80	$73.54	$86.91	$60.17	$38.10	$41.45
Transport worker grade 10	$34.25	$47.95	$75.35	$89.05	$61.65	$39.05	$42.47

Table 2 of 3

Classification	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours	Overtime - first 2 hours	Overtime - after 2 hours
Transport worker grade 1	$40.85	$52.52	$64.19	$40.85	$52.52	$37.34	$49.01
Transport worker grade 2	$41.83	$53.78	$65.73	$41.83	$53.78	$38.24	$50.19
Transport worker grade 3	$42.32	$54.41	$66.50	$42.32	$54.41	$38.69	$50.78
Transport worker grade 4	$43.05	$55.35	$67.65	$43.05	$55.35	$39.36	$51.66
Transport worker grade 5	$43.58	$56.03	$68.48	$43.58	$56.03	$39.84	$52.29
Transport worker grade 6	$44.08	$56.68	$69.27	$44.08	$56.68	$40.30	$52.90
Transport worker grade 7	$44.71	$57.49	$70.26	$44.71	$57.49	$40.88	$53.66
Transport worker grade 8	$46.03	$59.18	$72.33	$46.03	$59.18	$42.08	$55.23
Transport worker grade 9	$46.80	$60.17	$73.54	$46.80	$60.17	$42.78	$56.15
Transport worker grade 10	$47.95	$61.65	$75.35	$47.95	$61.65	$43.84	$57.54

Table 3 of 3

Classification	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - first 2 hours	Overtime - agreement to work a 3 day roster - rural oil distribution operations - after 2 hours
Transport worker grade 1	$37.34	$49.01	$37.34	$49.01	$37.34	$49.01
Transport worker grade 2	$38.24	$50.19	$38.24	$50.19	$38.24	$50.19
Transport worker grade 3	$38.69	$50.78	$38.69	$50.78	$38.69	$50.78
Transport worker grade 4	$39.36	$51.66	$39.36	$51.66	$39.36	$51.66
Transport worker grade 5	$39.84	$52.29	$39.84	$52.29	$39.84	$52.29
Transport worker grade 6	$40.30	$52.90	$40.30	$52.90	$40.30	$52.90
Transport worker grade 7	$40.88	$53.66	$40.88	$53.66	$40.88	$53.66
Transport worker grade 8	$42.08	$55.23	$42.08	$55.23	$42.08	$55.23
Transport worker grade 9	$42.78	$56.15	$42.78	$56.15	$42.78	$56.15
Transport worker grade 10	$43.84	$57.54	$43.84	$57.54	$43.84	$57.54

Junior - Distribution facility employees - Casual - Under 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Distribution facility employee level 1	$24.35	$34.09	$43.83	$53.57	$63.31	$30.19	$43.83
Distribution facility employee level 2	$24.78	$34.69	$44.60	$54.51	$64.42	$30.72	$44.60
Distribution facility employee level 3	$25.74	$36.03	$46.33	$56.62	$66.92	$31.91	$46.33
Distribution facility employee level 4	$26.94	$37.71	$48.49	$59.26	$70.04	$33.40	$48.49

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Distribution facility employee level 1	$27.76	$30.19	$34.09	$43.83	$53.57	$34.09	$43.83
Distribution facility employee level 2	$28.24	$30.72	$34.69	$44.60	$54.51	$34.69	$44.60
Distribution facility employee level 3	$29.34	$31.91	$36.03	$46.33	$56.62	$36.03	$46.33
Distribution facility employee level 4	$30.71	$33.40	$37.71	$48.49	$59.26	$37.71	$48.49

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Distribution facility employee level 1	$31.17	$40.91	$31.17	$40.91	$31.17	$40.91
Distribution facility employee level 2	$31.71	$41.62	$31.71	$41.62	$31.71	$41.62
Distribution facility employee level 3	$32.94	$43.24	$32.94	$43.24	$32.94	$43.24
Distribution facility employee level 4	$34.48	$45.26	$34.48	$45.26	$34.48	$45.26

Junior - Distribution facility employees - Casual - 19 years

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate.

Table 1 of 3

Classification	Hourly pay rate	Saturday - agreement to work ordinary hours	Sunday - agreement to work ordinary hours	Public holidays	Public holiday - Good Friday/Christmas Day	Early work - Monday to Friday - ordinary hours between 12.01am and 6am - newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store	Working through a meal break
Distribution facility employee level 1	$27.83	$38.96	$50.09	$61.22	$72.35	$34.50	$50.09
Distribution facility employee level 2	$28.33	$39.66	$50.99	$62.32	$73.65	$35.12	$50.99
Distribution facility employee level 3	$29.43	$41.20	$52.97	$64.74	$76.51	$36.49	$52.97
Distribution facility employee level 4	$30.78	$43.09	$55.40	$67.71	$80.02	$38.16	$55.40

Table 2 of 3

Classification	Afternoon shift	Night shift	Saturday - shiftworker	Sunday - shiftworker	Public holiday - shiftworker	Afternoon or night shift - less than 5 successive shifts - first 3 hours	Afternoon or night shift - less than 5 successive shifts - after 3 hours
Distribution facility employee level 1	$31.72	$34.50	$38.96	$50.09	$61.22	$38.96	$50.09
Distribution facility employee level 2	$32.29	$35.12	$39.66	$50.99	$62.32	$39.66	$50.99
Distribution facility employee level 3	$33.54	$36.49	$41.20	$52.97	$64.74	$41.20	$52.97
Distribution facility employee level 4	$35.08	$38.16	$43.09	$55.40	$67.71	$43.09	$55.40

Table 3 of 3

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - shiftworkers - first 2 hours	Overtime - shiftworkers - after 2 hours	Overtime - call back - first 2 hours	Overtime - call back - after 2 hours
Distribution facility employee level 1	$35.62	$46.75	$35.62	$46.75	$35.62	$46.75
Distribution facility employee level 2	$36.26	$47.59	$36.26	$47.59	$36.26	$47.59
Distribution facility employee level 3	$37.66	$49.43	$37.66	$49.43	$37.66	$49.43
Distribution facility employee level 4	$39.39	$51.70	$39.39	$51.70	$39.39	$51.70

Allowances

Allowances	Rate
Carbon black allowance	$2.96 per day
Carting tar allowance	$4.76 per week
Coffin handling allowance	$4.02 for each coffin handled
Dangerous goods allowance - bulk goods	$25.07 per day
Dangerous goods allowance - packaged goods	$10.47 per day
Dangerous goods licence - training and medical reimbursement	reimbursement of training and medical costs
Dirty material allowance	$0.63 per hour
Driver-salesperson allowance	$23.16 per week
First aid allowance	$16.92 per week
First aid course reimbursement	reimbursement of fees for courses necessary to obtain and maintain a first aid qualification
Furniture carter allowance	$27.39 per week
Garbage collecting vehicle allowance	$25.28 per week
Housing allowance	the amount of the rent charged by the employer for the accommodation at the depot, yard or garage less $4.49
Leading hand allowance - in charge of 3-10 employees - not leading loader	$49.92 per week
Leading hand allowance - in charge of 11-20 employees - not leading loader	$74.35 per week
Leading hand allowance - in charge of more than 20 employees - not leading loader	$94.44 per week
Livestock carter allowance	$27.39 per week
Meal allowance - overtime	$21.15
Medical checks reimbursement	reimbursement of all medical costs not recoverable from a health fund
Money handling allowance - up to $20	$2.43 per week
Money handling allowance - over $20 but not exceeding $200	$4.76 per week
Money handling allowance - over $200 but not exceeding $600	$8.14 per week
Money handling allowance - over $600 but not exceeding $1000	$10.58 per week
Money handling allowance - over $1000 but not exceeding $1200	$14.91 per week
Money handling allowance - over $1200 but not exceeding $1600	$23.06 per week
Money handling allowance - over $1600 but not exceeding $2000	$25.49 per week
Money handling allowance - over $2000	$28.98 per week
Offensive material allowance	$3.81 per day
Overalls reimbursement	reimbursement for the cost of purchasing overalls
Protective clothing reimbursement	reimbursement for the cost of purchasing the required protective clothing

Allowances	Rate
Sanitary vehicle allowance	$30.88 per week
Special clothing reimbursement	reimbursement for the cost of purchasing the required special clothing
Travelling allowance	payment for reasonably incurred travelling expenses of at least $41.03 per day
Vehicle allowance - longer than the limit in any State or Commonwealth Act	$4.86 per day
Vehicle allowance - vehicle width or load more than 3.5 metres	$4.86 per day
Vehicle allowance - with a side lifter crane	$4.86 per day
Vehicle allowance - with a truck loading crane	$4.86 per day
Work diary reimbursement	reimbursement for the cost of a work diary
Working overtime - transport reimbursement -reasonable means of transport unavailable	reimbursement for the cost of getting transport home or the appropriate overtime rate for time reasonably spent getting home