# Pay Guide - Road Transport (Long Distance Operations) Award 2010

# [MA000039]

Published 16 March 2018

Pay rates change from 1 July each year, therates in this guide apply from 28 February 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

### Adult

### Hourly driving method - Full-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Taking an RDO pay rate** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $763.80 | $29.79 | $20.10 | $29.79 per hour, with a minimum payment of 4 hours and an extra $152.76 per shift | $29.79 per hour, with a minimum payment of 4 hours and an extra $229.14 per shift | $20.10 |
| Grade 2 | $777.80 | $30.33 | $20.47 | $30.33 per hour, with a minimum payment of 4 hours and an extra $155.56 per shift | $30.33 per hour, with a minimum payment of 4 hours and an extra $233.34 per shift | $20.47 |
| Grade 3 | $787.50 | $30.71 | $20.72 | $30.71 per hour, with a minimum payment of 4 hours and an extra $157.50 per shift | $30.71 per hour, with a minimum payment of 4 hours and an extra $236.25 per shift | $20.72 |
| Grade 4 | $796.60 | $31.07 | $20.96 | $31.07 per hour, with a minimum payment of 4 hours and an extra $159.32 per shift | $31.07 per hour, with a minimum payment of 4 hours and an extra $238.98 per shift | $20.96 |
| Grade 5 | $808.20 | $31.52 | $21.27 | $31.52 per hour, with a minimum payment of 4 hours and an extra $161.64 per shift | $31.52 per hour, with a minimum payment of 4 hours and an extra $242.46 per shift | $21.27 |
| Grade 6 | $831.70 | $32.44 | $21.89 | $32.44 per hour, with a minimum payment of 4 hours and an extra $166.34 per shift | $32.44 per hour, with a minimum payment of 4 hours and an extra $249.51 per shift | $21.89 |
| Grade 7 | $845.60 | $32.98 | $22.25 | $32.98 per hour, with a minimum payment of 4 hours and an extra $169.12 per shift | $32.98 per hour, with a minimum payment of 4 hours and an extra $253.68 per shift | $22.25 |
| Grade 8 | $866.60 | $33.80 | $22.81 | $33.80 per hour, with a minimum payment of 4 hours and an extra $173.32 per shift | $33.80 per hour, with a minimum payment of 4 hours and an extra $259.98 per shift | $22.81 |

### Cents per kilometre driving method - Full-time

| **Classification** | **Per km driving rate** | **Taking an RDO pay rate - per hour** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back - per hour** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $0.3972 | $20.10 | $0.3972 per km, and an extra $152.76 per shift | $0.3972 per km, and an extra $229.14 per shift | $20.10 |
| Grade 2 | $0.4045 | $20.47 | $0.4045 per km, and an extra $155.56 per shift | $0.4045 per km, and an extra $233.34 per shift | $20.47 |
| Grade 3 | $0.4095 | $20.72 | $0.4095 per km, and an extra $157.50 per shift | $0.4095 per km, and an extra $236.25 per shift | $20.72 |
| Grade 4 | $0.4142 | $20.96 | $0.4142 per km, and an extra $159.32 per shift | $0.4142 per km, and an extra $238.98 per shift | $20.96 |
| Grade 5 | $0.4203 | $21.27 | $0.4203 per km, and an extra $161.64 per shift | $0.4203 per km, and an extra $242.46 per shift | $21.27 |
| Grade 6 | $0.4325 | $21.89 | $0.4325 per km, and an extra $166.34 per shift | $0.4325 per km, and an extra $249.51 per shift | $21.89 |
| Grade 7 | $0.4397 | $22.25 | $0.4397 per km, and an extra $169.12 per shift | $0.4397 per km, and an extra $253.68 per shift | $22.25 |
| Grade 8 | $0.4506 | $22.81 | $0.4506 per km, and an extra $173.32 per shift | $0.4506 per km, and an extra $259.98 per shift | $22.81 |

### Loading / unloading - Full-time

| **Classification** | **Loading or unloading hourly pay rate** | **Public holiday - loading / unloading** | **Public holiday - Good Friday & Christmas Day - loading / unloading** |
| --- | --- | --- | --- |
| Grade 1 | $24.83 | $24.83 per hour, with a minimum payment of 4 hours and an extra $152.76 per shift | $24.83 per hour, with a minimum payment of 4 hours and an extra $229.14 per shift |
| Grade 2 | $25.29 | $25.29 per hour, with a minimum payment of 4 hours and an extra $155.56 per shift | $25.29 per hour, with a minimum payment of 4 hours and an extra $233.34 per shift |
| Grade 3 | $25.60 | $25.60 per hour, with a minimum payment of 4 hours and an extra $157.50 per shift | $25.60 per hour, with a minimum payment of 4 hours and an extra $236.25 per shift |
| Grade 4 | $25.90 | $25.90 per hour, with a minimum payment of 4 hours and an extra $159.32 per shift | $25.90 per hour, with a minimum payment of 4 hours and an extra $238.98 per shift |
| Grade 5 | $26.27 | $26.27 per hour, with a minimum payment of 4 hours and an extra $161.64 per shift | $26.27 per hour, with a minimum payment of 4 hours and an extra $242.46 per shift |
| Grade 6 | $27.03 | $27.03 per hour, with a minimum payment of 4 hours and an extra $166.34 per shift | $27.03 per hour, with a minimum payment of 4 hours and an extra $249.51 per shift |
| Grade 7 | $27.48 | $27.48 per hour, with a minimum payment of 4 hours and an extra $169.12 per shift | $27.48 per hour, with a minimum payment of 4 hours and an extra $253.68 per shift |
| Grade 8 | $28.17 | $28.17 per hour, with a minimum payment of 4 hours and an extra $173.32 per shift | $28.17 per hour, with a minimum payment of 4 hours and an extra $259.98 per shift |

### Hourly driving method - Part-time

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back** | **Overtime** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $29.79 | $29.79 per hour, with a minimum payment of 4 hours and an extra $152.76 per shift | $29.79 per hour, with a minimum payment of 4 hours and an extra $229.14 per shift | $20.10 | $34.26 |
| Grade 2 | $30.33 | $30.33 per hour, with a minimum payment of 4 hours and an extra $155.56 per shift | $30.33 per hour, with a minimum payment of 4 hours and an extra $233.34 per shift | $20.47 | $34.88 |
| Grade 3 | $30.71 | $30.71 per hour, with a minimum payment of 4 hours and an extra $157.50 per shift | $30.71 per hour, with a minimum payment of 4 hours and an extra $236.25 per shift | $20.72 | $35.32 |
| Grade 4 | $31.07 | $31.07 per hour, with a minimum payment of 4 hours and an extra $159.32 per shift | $31.07 per hour, with a minimum payment of 4 hours and an extra $238.98 per shift | $20.96 | $35.73 |
| Grade 5 | $31.52 | $31.52 per hour, with a minimum payment of 4 hours and an extra $161.64 per shift | $31.52 per hour, with a minimum payment of 4 hours and an extra $242.46 per shift | $21.27 | $36.25 |
| Grade 6 | $32.44 | $32.44 per hour, with a minimum payment of 4 hours and an extra $166.34 per shift | $32.44 per hour, with a minimum payment of 4 hours and an extra $249.51 per shift | $21.89 | $37.31 |
| Grade 7 | $32.98 | $32.98 per hour, with a minimum payment of 4 hours and an extra $169.12 per shift | $32.98 per hour, with a minimum payment of 4 hours and an extra $253.68 per shift | $22.25 | $37.93 |
| Grade 8 | $33.80 | $33.80 per hour, with a minimum payment of 4 hours and an extra $173.32 per shift | $33.80 per hour, with a minimum payment of 4 hours and an extra $259.98 per shift | $22.81 | $38.87 |

### Cents per kilometre driving method - Part-time

| **Classification** | **Per km driving rate** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back - per hour** | **Overtime** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $0.3972 | $0.3972 per km, and an extra $152.76 per shift | $0.3972 per km, and an extra $229.14 per shift | $20.10 | $0.46 |
| Grade 2 | $0.4045 | $0.4045 per km, and an extra $155.56 per shift | $0.4045 per km, and an extra $233.34 per shift | $20.47 | $0.47 |
| Grade 3 | $0.4095 | $0.4095 per km, and an extra $157.50 per shift | $0.4095 per km, and an extra $236.25 per shift | $20.72 | $0.47 |
| Grade 4 | $0.4142 | $0.4142 per km, and an extra $159.32 per shift | $0.4142 per km, and an extra $238.98 per shift | $20.96 | $0.48 |
| Grade 5 | $0.4203 | $0.4203 per km, and an extra $161.64 per shift | $0.4203 per km, and an extra $242.46 per shift | $21.27 | $0.48 |
| Grade 6 | $0.4325 | $0.4325 per km, and an extra $166.34 per shift | $0.4325 per km, and an extra $249.51 per shift | $21.89 | $0.50 |
| Grade 7 | $0.4397 | $0.4397 per km, and an extra $169.12 per shift | $0.4397 per km, and an extra $253.68 per shift | $22.25 | $0.51 |
| Grade 8 | $0.4506 | $0.4506 per km, and an extra $173.32 per shift | $0.4506 per km, and an extra $259.98 per shift | $22.81 | $0.52 |

### Loading / unloading - Part-time

| **Classification** | **Loading or unloading hourly pay rate** | **Public holiday - loading / unloading** | **Public holiday - Good Friday & Christmas Day - loading / unloading** | **Overtime - loading / unloading** |
| --- | --- | --- | --- | --- |
| Grade 1 | $24.83 | $24.83 per hour, with a minimum payment of 4 hours and an extra $152.76 per shift | $24.83 per hour, with a minimum payment of 4 hours and an extra $229.14 per shift | $28.55 |
| Grade 2 | $25.29 | $25.29 per hour, with a minimum payment of 4 hours and an extra $155.56 per shift | $25.29 per hour, with a minimum payment of 4 hours and an extra $233.34 per shift | $29.08 |
| Grade 3 | $25.60 | $25.60 per hour, with a minimum payment of 4 hours and an extra $157.50 per shift | $25.60 per hour, with a minimum payment of 4 hours and an extra $236.25 per shift | $29.44 |
| Grade 4 | $25.90 | $25.90 per hour, with a minimum payment of 4 hours and an extra $159.32 per shift | $25.90 per hour, with a minimum payment of 4 hours and an extra $238.98 per shift | $29.79 |
| Grade 5 | $26.27 | $26.27 per hour, with a minimum payment of 4 hours and an extra $161.64 per shift | $26.27 per hour, with a minimum payment of 4 hours and an extra $242.46 per shift | $30.21 |
| Grade 6 | $27.03 | $27.03 per hour, with a minimum payment of 4 hours and an extra $166.34 per shift | $27.03 per hour, with a minimum payment of 4 hours and an extra $249.51 per shift | $31.08 |
| Grade 7 | $27.48 | $27.48 per hour, with a minimum payment of 4 hours and an extra $169.12 per shift | $27.48 per hour, with a minimum payment of 4 hours and an extra $253.68 per shift | $31.60 |
| Grade 8 | $28.17 | $28.17 per hour, with a minimum payment of 4 hours and an extra $173.32 per shift | $28.17 per hour, with a minimum payment of 4 hours and an extra $259.98 per shift | $32.40 |

### Hourly driving method - Casual

| **Classification** | **Hourly pay rate** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back** |
| --- | --- | --- | --- | --- |
| Grade 1 | $34.26 | $34.26 per hour, and an extra $152.76 per shift | $34.26 per hour, and an extra $229.14 per shift | $20.10 |
| Grade 2 | $34.88 | $34.88 per hour, and an extra $155.56 per shift | $34.88 per hour, and an extra $233.34 per shift | $20.47 |
| Grade 3 | $35.32 | $35.32 per hour, and an extra $157.50 per shift | $35.32 per hour, and an extra $236.25 per shift | $20.72 |
| Grade 4 | $35.73 | $35.73 per hour, and an extra $159.32 per shift | $35.73 per hour, and an extra $238.98 per shift | $20.96 |
| Grade 5 | $36.25 | $36.25 per hour, and an extra $161.64 per shift | $36.25 per hour, and an extra $242.46 per shift | $21.27 |
| Grade 6 | $37.31 | $37.31 per hour, and an extra $166.34 per shift | $37.31 per hour, and an extra $249.51 per shift | $21.89 |
| Grade 7 | $37.93 | $37.93 per hour, and an extra $169.12 per shift | $37.93 per hour, and an extra $253.68 per shift | $22.25 |
| Grade 8 | $38.87 | $38.87 per hour, and an extra $173.32 per shift | $38.87 per hour, and an extra $259.98 per shift | $22.81 |

### Cents per kilometre driving method - Casual

| **Classification** | **Per km driving rate** | **Public holiday** | **Public holiday - Good Friday & Christmas Day** | **Call-back - per hour** |
| --- | --- | --- | --- | --- |
| Grade 1 | $0.4568 | $0.4568 per km, and an extra $152.76 per shift | $0.4568 per km, and an extra $229.14 per shift | $20.10 |
| Grade 2 | $0.4652 | $0.4652 per km, and an extra $155.56 per shift | $0.4652 per km, and an extra $233.34 per shift | $20.47 |
| Grade 3 | $0.4709 | $0.4709 per km, and an extra $157.50 per shift | $0.4709 per km, and an extra $236.25 per shift | $20.72 |
| Grade 4 | $0.4763 | $0.4763 per km, and an extra $159.32 per shift | $0.4763 per km, and an extra $238.98 per shift | $20.96 |
| Grade 5 | $0.4833 | $0.4833 per km, and an extra $161.64 per shift | $0.4833 per km, and an extra $242.46 per shift | $21.27 |
| Grade 6 | $0.4974 | $0.4974 per km, and an extra $166.34 per shift | $0.4974 per km, and an extra $249.51 per shift | $21.89 |
| Grade 7 | $0.5057 | $0.5057 per km, and an extra $169.12 per shift | $0.5057 per km, and an extra $253.68 per shift | $22.25 |
| Grade 8 | $0.5182 | $0.5182 per km, and an extra $173.32 per shift | $0.5182 per km, and an extra $259.98 per shift | $22.81 |

### Loading / unloading - Casual

| **Classification** | **Loading or unloading hourly pay rate** | **Public holiday - loading / unloading** | **Public holiday - Good Friday & Christmas Day - loading / unloading** |
| --- | --- | --- | --- |
| Grade 1 | $31.04 | $31.04 per hour, and an extra $152.76 per shift | $31.04 per hour, and an extra $229.14 per shift |
| Grade 2 | $31.61 | $31.61 per hour, and an extra $155.56 per shift | $31.61 per hour, and an extra $233.34 per shift |
| Grade 3 | $32.00 | $32.00 per hour, and an extra $157.50 per shift | $32.00 per hour, and an extra $236.25 per shift |
| Grade 4 | $32.38 | $32.38 per hour, and an extra $159.32 per shift | $32.38 per hour, and an extra $238.98 per shift |
| Grade 5 | $32.84 | $32.84 per hour, and an extra $161.64 per shift | $32.84 per hour, and an extra $242.46 per shift |
| Grade 6 | $33.79 | $33.79 per hour, and an extra $166.34 per shift | $33.79 per hour, and an extra $249.51 per shift |
| Grade 7 | $34.35 | $34.35 per hour, and an extra $169.12 per shift | $34.35 per hour, and an extra $253.68 per shift |
| Grade 8 | $35.21 | $35.21 per hour, and an extra $173.32 per shift | $35.21 per hour, and an extra $259.98 per shift |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Dangerous goods allowance - bulk goods | $18.08 per day |
| Dangerous goods allowance - packaged goods | $7.57 per day |
| Delayed due to breakdown or impassable highway allowance - Grade 1 | $20.10 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 2 | $20.47 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 3 | $20.72 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 4 | $20.96 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 5 | $21.27 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 6 | $21.89 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 7 | $22.25 per hour for a maximum of 8 hours per 24 hour period |
| Delayed due to breakdown or impassable highway allowance - Grade 8 | $22.81 per hour for a maximum of 8 hours per 24 hour period |
| Furniture carter allowance | $0.51 per hour up to a maximum of $19.28 per week |
| Livestock carter allowance | $0.51 per hour up to a maximum of $19.28 per week |
| Living away from home travel time allowance | $38.43 per occasion |
| Long vehicle allowance | $3.51 per day |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 1 | $20.10 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 2 | $20.47 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3 | $20.72 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4 | $20.96 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5 | $21.27 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6 | $21.89 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7 | $22.25 per hour |
| On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8 | $22.81 per hour |
| Protective clothing reimbursement | reimbursement of the cost of the protective clothing |
| Rental allowance - living at depot, yard or garage | an allowance equal to the rent charged by employer |
| Rental allowance - living in employer provided housing | $3.32 less than the amount of rent charged by employer |
| Special clothing reimbursement | reimbursement of the cost of the special clothing |
| Temporary transfer to long distance driving allowance | $9.88 per occasion |
| Training fees and textbook reimbursement | reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks |
| Training travel costs reimbursement | reimbursement of any extra travel costs |
| Transport home allowance - after termination | reimbursement of any fares reasonably incurred in returning home, or provision of the means to return home |
| Wide vehicle allowance  | $3.51 per day |
| Work diary reimbursement | reimbursement of the cost of the work diary |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on
13 13 94 or speak with a union, industry association or workplace relations professional.