# Pay Guide - Vehicle Manufacturing, Repair, Services and Retail Award 2010

#  [MA000089]

Published 21 March 2018

Pay rates change from 1 July each year, therates in this guide apply from 01 July 2017.

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

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Vehicle industry RS&R - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R level 1 | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 | $22.86 |
| Vehicle industry RS&R level 2 | $714.90 | $18.81 | $28.22 | $37.62 | $47.03 | $23.51 |
| Vehicle industry RS&R level 3 | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 | $24.41 |
| Vehicle industry RS&R level 4 | $767.80 | $20.21 | $30.32 | $40.42 | $50.53 | N/A |
| Vehicle industry RS&R level 5 | $786.80 | $20.71 | $31.07 | $41.42 | $51.78 | N/A |
| Vehicle industry RS&R tradesperson or equivalent level 1 | $809.10 | $21.29 | $31.94 | $42.58 | $53.23 | N/A |
| Vehicle industry RS&R tradesperson or equivalent level 2 | $885.10 | $23.29 | $34.94 | $46.58 | $58.23 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R level 1 | $27.44 | $36.58 | $36.58 | $45.73 | $36.58 | $36.58 |
| Vehicle industry RS&R level 2 | $28.22 | $37.62 | $37.62 | $47.03 | $37.62 | $37.62 |
| Vehicle industry RS&R level 3 | $29.30 | $39.06 | $39.06 | $48.83 | $39.06 | $39.06 |
| Vehicle industry RS&R level 4 | $30.32 | $40.42 | $40.42 | $50.53 | $40.42 | $40.42 |
| Vehicle industry RS&R level 5 | $31.07 | $41.42 | $41.42 | $51.78 | $41.42 | $41.42 |
| Vehicle industry RS&R tradesperson or equivalent level 1 | $31.94 | $42.58 | $42.58 | $53.23 | $42.58 | $42.58 |
| Vehicle industry RS&R tradesperson or equivalent level 2 | $34.94 | $46.58 | $46.58 | $58.23 | $46.58 | $46.58 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R level 1 | $27.44 | $21.58 | $23.78 | $27.44 | $21.95 | $20.58 |
| Vehicle industry RS&R level 2 | $28.22 | $22.20 | $24.45 | $28.22 | $22.57 | $21.16 |
| Vehicle industry RS&R level 3 | $29.30 | $23.05 | $25.39 | $29.30 | $23.44 | $21.97 |
| Vehicle industry RS&R level 4 | $30.32 | $23.85 | $26.27 | $30.32 | $24.25 | $22.74 |
| Vehicle industry RS&R level 5 | $31.07 | $24.44 | $26.92 | $31.07 | $24.85 | $23.30 |
| Vehicle industry RS&R tradesperson or equivalent level 1 | $31.94 | $25.12 | $27.68 | $31.94 | $25.55 | $23.95 |
| Vehicle industry RS&R tradesperson or equivalent level 2 | $34.94 | $27.48 | $30.28 | $34.94 | $27.95 | $26.20 |

### Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $714.90 | $18.81 | $18.81 | $28.22 | $28.22 | $37.62 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $767.80 | $20.21 | $20.21 | $30.32 | $30.32 | $40.42 |
| Driveway attendant | $694.90 | $18.29 | $18.29 | $27.44 | $27.44 | $36.58 |
| Console operator / Driveway attendant operating a console | $767.80 | $20.21 | $20.21 | $30.32 | $30.32 | $40.42 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours**  | **Overtime - Sunday**  | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $28.22 | $37.62 | $37.62 | $37.62 | $37.62 | $28.22 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $30.32 | $40.42 | $40.42 | $40.42 | $40.42 | $30.32 |
| Driveway attendant | $27.44 | $36.58 | $36.58 | $36.58 | $36.58 | $27.44 |
| Console operator / Driveway attendant operating a console | $30.32 | $40.42 | $40.42 | N/A | N/A | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $22.20 | $24.45 | $28.22 | $22.57 | $21.16 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $23.85 | $26.27 | $30.32 | $24.25 | $22.74 |
| Driveway attendant | $21.58 | $23.78 | $27.44 | $21.95 | $20.58 |
| Console operator / Driveway attendant operating a console | $23.85 | $26.27 | $30.32 | $24.25 | $22.74 |

### Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $767.80 | $20.21 | $20.21 per hour plus $80.91 per day | $20.21 per hour plus $161.82 per day |
| More than 6 months experience | $809.10 | $21.29 | $21.29 per hour plus $80.91 per day | $21.29 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $191.95 per day | $383.90 per day | $153.56 per day | $307.12 per day |
| More than 6 months experience | $202.28 per day | $404.55 per day | $161.82 per day | $323.64 per day |

### Vehicle industry RS&R - Driver - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of an articulated vehicle | $797.10 | $20.98 | $31.47 | $41.96 | $52.45 | $31.47 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $809.10 | $21.29 | $31.94 | $42.58 | $53.23 | $31.94 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of an articulated vehicle | $41.96 | $41.96 | $52.45 | $41.96 | $41.96 | $31.47 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $40.40 | $40.40 | $50.50 | $40.40 | $40.40 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $42.58 | $42.58 | $53.23 | $42.58 | $42.58 | $31.94 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of an articulated vehicle | $24.76 | $27.27 | $31.47 | $25.18 | $23.60 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $23.84 | $26.26 | $30.30 | $24.24 | $22.73 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $25.12 | $27.68 | $31.94 | $25.55 | $23.95 |

### Vehicle manufacturing industry - Full-time & part-time

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers - not security staff** | **Saturday - security staff** | **Sunday - not security staff** | **Sunday - first 8 hours - security staff** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $694.90 | $18.29 | $22.86 | $27.44 | $36.58 | $32.01 |
| Vehicle manufacturing industry/production level 2 | $714.90 | $18.81 | $23.51 | $28.22 | $37.62 | $32.92 |
| Vehicle manufacturing industry/production level 3 | $742.30 | $19.53 | $24.41 | $29.30 | $39.06 | $34.18 |
| Vehicle manufacturing industry/production level 4 | $767.80 | $20.21 | $25.26 | $30.32 | $40.42 | $35.37 |
| Vehicle manufacturing industry tradesperson level 1 | $809.10 | $21.29 | $26.61 | N/A | $42.58 | N/A |
| Vehicle manufacturing industry tradesperson level 2 | $834.40 | $21.96 | $27.45 | N/A | $43.92 | N/A |
| Vehicle manufacturing industry tradesperson level 3 | $859.80 | $22.63 | $28.29 | N/A | $45.26 | N/A |
| Vehicle manufacturing industry tradesperson level 4 | $885.10 | $23.29 | $29.11 | N/A | $46.58 | N/A |
| Vehicle manufacturing industry tradesperson level 5 | $927.50 | $24.41 | $30.51 | N/A | $48.82 | N/A |
| Vehicle manufacturing industry tradesperson level 6 | $946.60 | $24.91 | $31.14 | N/A | $49.82 | N/A |
| Vehicle manufacturing industry engineering associate - level 1 | $971.90 | $25.58 | $31.98 | N/A | $51.16 | N/A |
| Vehicle manufacturing industry engineering associate - level 2 | $1,022.80 | $26.92 | $33.65 | N/A | $53.84 | N/A |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $1,048.30 | $27.59 | $34.49 | N/A | $55.18 | N/A |
| Vehicle manufacturing industry principal technical officer | $1,094.10 | $28.79 | $35.99 | N/A | $57.58 | N/A |

**Table 2 of 4**

| **Classification** | **Sunday - after 8 hours - security staff** | **Public holiday - not security staff** | **Overtime - Monday to Saturday - first 3 hours**  | **Overtime - Monday to Saturday - after 3 hours**  | **Overtime - Sunday**  | **Overtime - public holiday**  |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $36.58 | $45.73 | $27.44 | $36.58 | $36.58 | $45.73 |
| Vehicle manufacturing industry/production level 2 | $37.62 | $47.03 | $28.22 | $37.62 | $37.62 | $47.03 |
| Vehicle manufacturing industry/production level 3 | $39.06 | $48.83 | $29.30 | $39.06 | $39.06 | $48.83 |
| Vehicle manufacturing industry/production level 4 | $40.42 | $50.53 | $30.32 | $40.42 | $40.42 | $50.53 |
| Vehicle manufacturing industry tradesperson level 1 | N/A | $53.23 | $31.94 | $42.58 | $42.58 | $53.23 |
| Vehicle manufacturing industry tradesperson level 2 | N/A | $54.90 | $32.94 | $43.92 | $43.92 | $54.90 |
| Vehicle manufacturing industry tradesperson level 3 | N/A | $56.58 | $33.95 | $45.26 | $45.26 | $56.58 |
| Vehicle manufacturing industry tradesperson level 4 | N/A | $58.23 | $34.94 | $46.58 | $46.58 | $58.23 |
| Vehicle manufacturing industry tradesperson level 5 | N/A | $61.03 | $36.62 | $48.82 | $48.82 | $61.03 |
| Vehicle manufacturing industry tradesperson level 6 | N/A | $62.28 | $37.37 | $49.82 | $49.82 | $62.28 |
| Vehicle manufacturing industry engineering associate - level 1 | N/A | $63.95 | $38.37 | $51.16 | $51.16 | $63.95 |
| Vehicle manufacturing industry engineering associate - level 2 | N/A | $67.30 | $40.38 | $53.84 | $53.84 | $67.30 |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | N/A | $68.98 | $41.39 | $55.18 | $55.18 | $68.98 |
| Vehicle manufacturing industry principal technical officer | N/A | $71.98 | $43.19 | $57.58 | $57.58 | $71.98 |

**Table 3 of 4**

| **Classification** | **Less than 10 hour break between shifts**  | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise) - not security staff** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $36.58 | $27.44 | $20.58 | $21.58 | $20.58 |
| Vehicle manufacturing industry/production level 2 | $37.62 | $28.22 | $21.16 | $22.20 | $21.16 |
| Vehicle manufacturing industry/production level 3 | $39.06 | $29.30 | $21.97 | $23.05 | $21.97 |
| Vehicle manufacturing industry/production level 4 | $40.42 | $30.32 | $22.74 | $23.85 | $22.74 |
| Vehicle manufacturing industry tradesperson level 1 | $42.58 | $31.94 | $23.95 | $25.12 | $23.95 |
| Vehicle manufacturing industry tradesperson level 2 | $43.92 | $32.94 | $24.71 | $25.91 | $24.71 |
| Vehicle manufacturing industry tradesperson level 3 | $45.26 | $33.95 | $25.46 | $26.70 | $25.46 |
| Vehicle manufacturing industry tradesperson level 4 | $46.58 | $34.94 | $26.20 | $27.48 | $26.20 |
| Vehicle manufacturing industry tradesperson level 5 | $48.82 | $36.62 | $27.46 | $28.80 | $27.46 |
| Vehicle manufacturing industry tradesperson level 6 | $49.82 | $37.37 | $28.02 | $29.39 | $28.02 |
| Vehicle manufacturing industry engineering associate - level 1 | $51.16 | $38.37 | $28.78 | $30.18 | $28.78 |
| Vehicle manufacturing industry engineering associate - level 2 | $53.84 | $40.38 | $30.29 | $31.77 | $30.29 |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $55.18 | $41.39 | $31.04 | $32.56 | $31.04 |
| Vehicle manufacturing industry principal technical officer | $57.58 | $43.19 | $32.39 | $33.97 | $32.39 |

**Table 4 of 4**

| **Classification** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - security staff - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $23.78 | $21.58 | $20.58 | $27.44 | $21.03 |
| Vehicle manufacturing industry/production level 2 | $24.45 | $22.20 | $21.16 | $28.22 | $21.63 |
| Vehicle manufacturing industry/production level 3 | $25.39 | $23.05 | $21.97 | $29.30 | $22.46 |
| Vehicle manufacturing industry/production level 4 | $26.27 | $23.85 | $22.74 | $30.32 | $23.24 |
| Vehicle manufacturing industry tradesperson level 1 | $27.68 | $25.12 | $23.95 | $31.94 | N/A |
| Vehicle manufacturing industry tradesperson level 2 | $28.55 | $25.91 | $24.71 | $32.94 | N/A |
| Vehicle manufacturing industry tradesperson level 3 | $29.42 | $26.70 | $25.46 | $33.95 | N/A |
| Vehicle manufacturing industry tradesperson level 4 | $30.28 | $27.48 | $26.20 | $34.94 | N/A |
| Vehicle manufacturing industry tradesperson level 5 | $31.73 | $28.80 | $27.46 | $36.62 | N/A |
| Vehicle manufacturing industry tradesperson level 6 | $32.38 | $29.39 | $28.02 | $37.37 | N/A |
| Vehicle manufacturing industry engineering associate - level 1 | $33.25 | $30.18 | $28.78 | $38.37 | N/A |
| Vehicle manufacturing industry engineering associate - level 2 | $35.00 | $31.77 | $30.29 | $40.38 | N/A |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $35.87 | $32.56 | $31.04 | $41.39 | N/A |
| Vehicle manufacturing industry principal technical officer | $37.43 | $33.97 | $32.39 | $43.19 | N/A |

### Vehicle manufacturing industry - Driver - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $778.10 | $20.48 | $25.60 | $40.96 | $51.20 | $30.72 |
| Vehicle manufacturing driver level 2 | $787.50 | $20.72 | $25.90 | $41.44 | $51.80 | $31.08 |
| Vehicle manufacturing driver level 3 | $797.00 | $20.97 | $26.21 | $41.94 | $52.43 | $31.46 |
| Vehicle manufacturing driver level 4 | $808.20 | $21.27 | $26.59 | $42.54 | $53.18 | $31.91 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $40.96 | $40.96 | $51.20 | $40.96 | $30.72 | $23.04 |
| Vehicle manufacturing driver level 2 | $41.44 | $41.44 | $51.80 | $41.44 | $31.08 | $23.31 |
| Vehicle manufacturing driver level 3 | $41.94 | $41.94 | $52.43 | $41.94 | $31.46 | $23.59 |
| Vehicle manufacturing driver level 4 | $42.54 | $42.54 | $53.18 | $42.54 | $31.91 | $23.93 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $24.17 | $23.04 | $26.62 | $24.17 | $23.04 | $30.72 |
| Vehicle manufacturing driver level 2 | $24.45 | $23.31 | $26.94 | $24.45 | $23.31 | $31.08 |
| Vehicle manufacturing driver level 3 | $24.74 | $23.59 | $27.26 | $24.74 | $23.59 | $31.46 |
| Vehicle manufacturing driver level 4 | $25.10 | $23.93 | $27.65 | $25.10 | $23.93 | $31.91 |

### Vehicle manufacturing industry - Phasing years of experience - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours**  | **Overtime - Monday to Saturday - after 3 hours**  |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $19.18 | $23.98 | $38.36 | $47.95 | $28.77 | $38.36 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $21.17 | $26.46 | $42.34 | $52.93 | $31.76 | $42.34 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $23.91 | $29.89 | $47.82 | $59.78 | $35.87 | $47.82 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $24.91 | $31.14 | $49.82 | $62.28 | $37.37 | $49.82 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $19.38 | $24.23 | $38.76 | $48.45 | $29.07 | $38.76 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $21.27 | $26.59 | $42.54 | $53.18 | $31.91 | $42.54 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $23.96 | $29.95 | $47.92 | $59.90 | $35.94 | $47.92 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $25.04 | $31.30 | $50.08 | $62.60 | $37.56 | $50.08 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $26.92 | $33.65 | $53.84 | $67.30 | $40.38 | $53.84 |
| Vehicle manufacturing - 0 years experience | $18.23 | $22.79 | $36.46 | $45.58 | $27.35 | $36.46 |
| Vehicle manufacturing - 1 year experience | $19.32 | $24.15 | $38.64 | $48.30 | $28.98 | $38.64 |
| Vehicle manufacturing - 2 years experience | $20.86 | $26.08 | $41.72 | $52.15 | $31.29 | $41.72 |
| Vehicle manufacturing - 3 years experience | $21.96 | $27.45 | $43.92 | $54.90 | $32.94 | $43.92 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday**  | **Overtime - public holiday**  | **Less than 10 hour break between shifts**  | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $38.36 | $47.95 | $38.36 | $28.77 | $21.58 | $22.63 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $42.34 | $52.93 | $42.34 | $31.76 | $23.82 | $24.98 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $47.82 | $59.78 | $47.82 | $35.87 | $26.90 | $28.21 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $49.82 | $62.28 | $49.82 | $37.37 | $28.02 | $29.39 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $38.76 | $48.45 | $38.76 | $29.07 | $21.80 | $22.87 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $42.54 | $53.18 | $42.54 | $31.91 | $23.93 | $25.10 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $47.92 | $59.90 | $47.92 | $35.94 | $26.96 | $28.27 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $50.08 | $62.60 | $50.08 | $37.56 | $28.17 | $29.55 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $53.84 | $67.30 | $53.84 | $40.38 | $30.29 | $31.77 |
| Vehicle manufacturing - 0 years experience | $36.46 | $45.58 | $36.46 | $27.35 | $20.51 | $21.51 |
| Vehicle manufacturing - 1 year experience | $38.64 | $48.30 | $38.64 | $28.98 | $21.74 | $22.80 |
| Vehicle manufacturing - 2 years experience | $41.72 | $52.15 | $41.72 | $31.29 | $23.47 | $24.61 |
| Vehicle manufacturing - 3 years experience | $43.92 | $54.90 | $43.92 | $32.94 | $24.71 | $25.91 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $21.58 | $24.93 | $22.63 | $21.58 | $28.77 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $23.82 | $27.52 | $24.98 | $23.82 | $31.76 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $26.90 | $31.08 | $28.21 | $26.90 | $35.87 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $28.02 | $32.38 | $29.39 | $28.02 | $37.37 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $21.80 | $25.19 | $22.87 | $21.80 | $29.07 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $23.93 | $27.65 | $25.10 | $23.93 | $31.91 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $26.96 | $31.15 | $28.27 | $26.96 | $35.94 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $28.17 | $32.55 | $29.55 | $28.17 | $37.56 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $30.29 | $35.00 | $31.77 | $30.29 | $40.38 |
| Vehicle manufacturing - 0 years experience | $20.51 | $23.70 | $21.51 | $20.51 | $27.35 |
| Vehicle manufacturing - 1 year experience | $21.74 | $25.12 | $22.80 | $21.74 | $28.98 |
| Vehicle manufacturing - 2 years experience | $23.47 | $27.12 | $24.61 | $23.47 | $31.29 |
| Vehicle manufacturing - 3 years experience | $24.71 | $28.55 | $25.91 | $24.71 | $32.94 |

### Vehicle manufacturing - Trainer/supervisor/co-ordinator - Full-time & part-time

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Vehicle manufacturing - trainer/supervisor/co-ordinator - level 1 | The hourly rate will be not less than 122% of the rate paid to the highest technically qualified employee supervised or trained (excluding leading hand allowance), or $22.16 per hour ($842.20 per week), whichever is higher. |
| Vehicle manufacturing - trainer/supervisor/co-ordinator - level 2 | The hourly rate will be not less than 115% of the highest rate paid to those supervised or trained, or $23.97 per hour ($910.70 per week), whichever is higher. |

### Drafting, planning & technical - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours**  |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $27.44 |
| Drafting, planning and technical level 2 | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $28.22 |
| Drafting, planning and technical level 3 | $742.30 | $19.53 | $24.41 | $39.06 | $48.83 | $29.30 |
| Drafting, planning and technical level 4 | $767.80 | $20.21 | $25.26 | $40.42 | $50.53 | $30.32 |
| Drafting, planning and technical tradesperson level 1 | $809.10 | $21.29 | $26.61 | $42.58 | $53.23 | $31.94 |
| Drafting, planning and technical tradesperson level 2 | $834.40 | $21.96 | $27.45 | $43.92 | $54.90 | $32.94 |
| Drafting, planning and technical tradesperson level 3 | $859.80 | $22.63 | $28.29 | $45.26 | $56.58 | $33.95 |
| Drafting, planning and technical tradesperson level 4 | $885.10 | $23.29 | $29.11 | $46.58 | $58.23 | $34.94 |
| Drafting, planning and technical tradesperson level 5 | $927.50 | $24.41 | $30.51 | $48.82 | $61.03 | $36.62 |
| Drafting, planning and technical tradesperson level 6 | $946.60 | $24.91 | $31.14 | $49.82 | $62.28 | $37.37 |
| Drafting, planning and technical engineering associate level 1 | $971.90 | $25.58 | $31.98 | $51.16 | $63.95 | $38.37 |
| Drafting, planning and technical engineering associate level 2 | $1,022.80 | $26.92 | $33.65 | $53.84 | $67.30 | $40.38 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $1,048.30 | $27.59 | $34.49 | $55.18 | $68.98 | $41.39 |
| Drafting, planning and technical principal technical officer | $1,094.10 | $28.79 | $35.99 | $57.58 | $71.98 | $43.19 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday**  | **Less than 10 hour break between shifts**  | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $36.58 | $36.58 | $45.73 | $36.58 | $27.44 | $20.58 |
| Drafting, planning and technical level 2 | $37.62 | $37.62 | $47.03 | $37.62 | $28.22 | $21.16 |
| Drafting, planning and technical level 3 | $39.06 | $39.06 | $48.83 | $39.06 | $29.30 | $21.97 |
| Drafting, planning and technical level 4 | $40.42 | $40.42 | $50.53 | $40.42 | $30.32 | $22.74 |
| Drafting, planning and technical tradesperson level 1 | $42.58 | $42.58 | $53.23 | $42.58 | $31.94 | $23.95 |
| Drafting, planning and technical tradesperson level 2 | $43.92 | $43.92 | $54.90 | $43.92 | $32.94 | $24.71 |
| Drafting, planning and technical tradesperson level 3 | $45.26 | $45.26 | $56.58 | $45.26 | $33.95 | $25.46 |
| Drafting, planning and technical tradesperson level 4 | $46.58 | $46.58 | $58.23 | $46.58 | $34.94 | $26.20 |
| Drafting, planning and technical tradesperson level 5 | $48.82 | $48.82 | $61.03 | $48.82 | $36.62 | $27.46 |
| Drafting, planning and technical tradesperson level 6 | $49.82 | $49.82 | $62.28 | $49.82 | $37.37 | $28.02 |
| Drafting, planning and technical engineering associate level 1 | $51.16 | $51.16 | $63.95 | $51.16 | $38.37 | $28.78 |
| Drafting, planning and technical engineering associate level 2 | $53.84 | $53.84 | $67.30 | $53.84 | $40.38 | $30.29 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $55.18 | $55.18 | $68.98 | $55.18 | $41.39 | $31.04 |
| Drafting, planning and technical principal technical officer | $57.58 | $57.58 | $71.98 | $57.58 | $43.19 | $32.39 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $21.58 | $20.58 | $23.78 | $21.58 | $20.58 | $27.44 |
| Drafting, planning and technical level 2 | $22.20 | $21.16 | $24.45 | $22.20 | $21.16 | $28.22 |
| Drafting, planning and technical level 3 | $23.05 | $21.97 | $25.39 | $23.05 | $21.97 | $29.30 |
| Drafting, planning and technical level 4 | $23.85 | $22.74 | $26.27 | $23.85 | $22.74 | $30.32 |
| Drafting, planning and technical tradesperson level 1 | $25.12 | $23.95 | $27.68 | $25.12 | $23.95 | $31.94 |
| Drafting, planning and technical tradesperson level 2 | $25.91 | $24.71 | $28.55 | $25.91 | $24.71 | $32.94 |
| Drafting, planning and technical tradesperson level 3 | $26.70 | $25.46 | $29.42 | $26.70 | $25.46 | $33.95 |
| Drafting, planning and technical tradesperson level 4 | $27.48 | $26.20 | $30.28 | $27.48 | $26.20 | $34.94 |
| Drafting, planning and technical tradesperson level 5 | $28.80 | $27.46 | $31.73 | $28.80 | $27.46 | $36.62 |
| Drafting, planning and technical tradesperson level 6 | $29.39 | $28.02 | $32.38 | $29.39 | $28.02 | $37.37 |
| Drafting, planning and technical engineering associate level 1 | $30.18 | $28.78 | $33.25 | $30.18 | $28.78 | $38.37 |
| Drafting, planning and technical engineering associate level 2 | $31.77 | $30.29 | $35.00 | $31.77 | $30.29 | $40.38 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $32.56 | $31.04 | $35.87 | $32.56 | $31.04 | $41.39 |
| Drafting, planning and technical principal technical officer | $33.97 | $32.39 | $37.43 | $33.97 | $32.39 | $43.19 |

### Drafting, planning & technical - Phasing years of experience - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours**  | **Overtime - Monday to Saturday - after 3 hours**  |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $18.23 | $22.79 | $36.46 | $45.58 | $27.35 | $36.46 |
| Drafting, planning and technical - 1 year of relevant work experience | $19.32 | $24.15 | $38.64 | $48.30 | $28.98 | $38.64 |
| Drafting, planning and technical - 2 years of relevant work experience | $20.86 | $26.08 | $41.72 | $52.15 | $31.29 | $41.72 |
| Drafting, planning and technical - 3 years of relevant work experience | $21.96 | $27.45 | $43.92 | $54.90 | $32.94 | $43.92 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday**  | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $36.46 | $45.58 | $36.46 | $27.35 | $20.51 | $21.51 |
| Drafting, planning and technical - 1 year of relevant work experience | $38.64 | $48.30 | $38.64 | $28.98 | $21.74 | $22.80 |
| Drafting, planning and technical - 2 years of relevant work experience | $41.72 | $52.15 | $41.72 | $31.29 | $23.47 | $24.61 |
| Drafting, planning and technical - 3 years of relevant work experience | $43.92 | $54.90 | $43.92 | $32.94 | $24.71 | $25.91 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $20.51 | $23.70 | $21.51 | $20.51 | $27.35 |
| Drafting, planning and technical - 1 year of relevant work experience | $21.74 | $25.12 | $22.80 | $21.74 | $28.98 |
| Drafting, planning and technical - 2 years of relevant work experience | $23.47 | $27.12 | $24.61 | $23.47 | $31.29 |
| Drafting, planning and technical - 3 years of relevant work experience | $24.71 | $28.55 | $25.91 | $24.71 | $32.94 |

### Drafting, planning & technical - Cadet - Full-time & part-time

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours**  | **Overtime - Monday to Saturday - after 3 hours**  |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year of contract of training | $10.77 | $13.46 | $21.54 | $26.93 | $16.16 | $21.54 |
| 2nd year of contract of training | $14.81 | $18.51 | $29.62 | $37.03 | $22.22 | $29.62 |
| 3rd year of contract of training | $18.84 | $23.55 | $37.68 | $47.10 | $28.26 | $37.68 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday**  | **Overtime - public holiday** | **Less than 10 hour break between shifts**  | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year of contract of training | $21.54 | $26.93 | $21.54 | $16.16 | $12.12 | $12.71 |
| 2nd year of contract of training | $29.62 | $37.03 | $29.62 | $22.22 | $16.66 | $17.48 |
| 3rd year of contract of training | $37.68 | $47.10 | $37.68 | $28.26 | $21.20 | $22.23 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year of contract of training | $12.12 | $14.00 | $12.71 | $12.12 | $16.16 |
| 2nd year of contract of training | $16.66 | $19.25 | $17.48 | $16.66 | $22.22 |
| 3rd year of contract of training | $21.20 | $24.49 | $22.23 | $21.20 | $28.26 |

### Vehicle industry RS&R - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R level 1 | $22.86 | $32.01 | $41.15 | $50.30 | $32.01 |
| Vehicle industry RS&R level 2 | $23.51 | $32.92 | $42.32 | $51.73 | $32.92 |
| Vehicle industry RS&R level 3 | $24.41 | $34.18 | $43.94 | $53.71 | $34.18 |
| Vehicle industry RS&R level 4 | $25.26 | $35.37 | $45.47 | $55.58 | $35.37 |
| Vehicle industry RS&R level 5 | $25.89 | $36.24 | $46.60 | $56.95 | $36.24 |
| Vehicle industry RS&R tradesperson or equivalent level 1 | $26.61 | $37.26 | $47.90 | $58.55 | $37.26 |
| Vehicle industry RS&R tradesperson or equivalent level 2 | $29.11 | $40.76 | $52.40 | $64.05 | $40.76 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R level 1 | $41.15 | $41.15 | $50.30 | $32.01 | $27.44 |
| Vehicle industry RS&R level 2 | $42.32 | $42.32 | $51.73 | $32.92 | $28.22 |
| Vehicle industry RS&R level 3 | $43.94 | $43.94 | $53.71 | $34.18 | $29.30 |
| Vehicle industry RS&R level 4 | $45.47 | $45.47 | $55.58 | $35.37 | $30.32 |
| Vehicle industry RS&R level 5 | $46.60 | $46.60 | $56.95 | $36.24 | $31.07 |
| Vehicle industry RS&R tradesperson or equivalent level 1 | $47.90 | $47.90 | $58.55 | $37.26 | $31.94 |
| Vehicle industry RS&R tradesperson or equivalent level 2 | $52.40 | $52.40 | $64.05 | $40.76 | $34.94 |

### Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $24.79 | $32.34 | $32.34 | $38.59 | $46.14 | $37.19 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $26.62 | $34.73 | $34.73 | $41.45 | $49.56 | $39.93 |
| Driveway attendant | $24.09 | $31.42 | $31.42 | $37.52 | $44.85 | $36.14 |
| Console operator / Driveway attendant operating a console | $26.62 | $34.73 | $34.73 | $41.45 | $49.56 | N/A |

### Vehicle industry RS&R - Vehicle salesperson - Casual

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $25.26 | $46.55 | $55.58 |
| More than 6 months experience | $26.61 | $47.90 | $58.55 |

### Vehicle industry RS&R - Driver - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of an articulated vehicle | $26.23 | $36.72 | $47.21 | $57.70 | $36.72 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $26.61 | $37.26 | $47.90 | $58.55 | $37.26 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity up to 4500 kg | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a forklift with a lifting capacity in excess of 4500kg | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity up to 10 tonnes | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a mobile crane with a lifting capacity in excess of 10 tonnes | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of an articulated vehicle | $47.21 | $47.21 | $57.70 | $36.72 | $31.47 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $45.45 | $45.45 | $55.55 | $35.35 | $30.30 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $47.90 | $47.90 | $58.55 | $37.26 | $31.94 |

### Vehicle manufacturing industry - Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers - not security staff** | **Saturday - security staff** | **Sunday - not security staff** | **Sunday - first 8 hours - security staff** | **Sunday - after 8 hours - security staff** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $22.86 | $28.58 | $34.29 | $45.72 | $40.01 | $45.72 |
| Vehicle manufacturing industry/production level 2 | $23.51 | $29.39 | $35.27 | $47.02 | $41.14 | $47.02 |
| Vehicle manufacturing industry/production level 3 | $24.41 | $30.51 | $36.62 | $48.82 | $42.72 | $48.82 |
| Vehicle manufacturing industry/production level 4 | $25.26 | $31.58 | $37.89 | $50.52 | $44.21 | $50.52 |
| Vehicle manufacturing industry tradesperson level 1 | $26.61 | $33.26 | N/A | $53.22 | N/A | N/A |
| Vehicle manufacturing industry tradesperson level 2 | $27.45 | $34.31 | N/A | $54.90 | N/A | N/A |
| Vehicle manufacturing industry tradesperson level 3 | $28.29 | $35.36 | N/A | $56.58 | N/A | N/A |
| Vehicle manufacturing industry tradesperson level 4 | $29.11 | $36.39 | N/A | $58.22 | N/A | N/A |
| Vehicle manufacturing industry tradesperson level 5 | $30.51 | $38.14 | N/A | $61.02 | N/A | N/A |
| Vehicle manufacturing industry tradesperson level 6 | $31.14 | $38.93 | N/A | $62.28 | N/A | N/A |
| Vehicle manufacturing industry engineering associate - level 1 | $31.98 | $39.98 | N/A | $63.96 | N/A | N/A |
| Vehicle manufacturing industry engineering associate - level 2 | $33.65 | $42.06 | N/A | $67.30 | N/A | N/A |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $34.49 | $43.11 | N/A | $68.98 | N/A | N/A |
| Vehicle manufacturing industry principal technical officer | $35.99 | $44.99 | N/A | $71.98 | N/A | N/A |

**Table 2 of 4**

| **Classification** | **Public holiday - not security staff** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $57.15 | $34.29 | $45.72 | $45.72 | $57.15 |
| Vehicle manufacturing industry/production level 2 | $58.78 | $35.27 | $47.02 | $47.02 | $58.78 |
| Vehicle manufacturing industry/production level 3 | $61.03 | $36.62 | $48.82 | $48.82 | $61.03 |
| Vehicle manufacturing industry/production level 4 | $63.15 | $37.89 | $50.52 | $50.52 | $63.15 |
| Vehicle manufacturing industry tradesperson level 1 | $66.53 | $39.92 | $53.22 | $53.22 | $66.53 |
| Vehicle manufacturing industry tradesperson level 2 | $68.63 | $41.18 | $54.90 | $54.90 | $68.63 |
| Vehicle manufacturing industry tradesperson level 3 | $70.73 | $42.44 | $56.58 | $56.58 | $70.73 |
| Vehicle manufacturing industry tradesperson level 4 | $72.78 | $43.67 | $58.22 | $58.22 | $72.78 |
| Vehicle manufacturing industry tradesperson level 5 | $76.28 | $45.77 | $61.02 | $61.02 | $76.28 |
| Vehicle manufacturing industry tradesperson level 6 | $77.85 | $46.71 | $62.28 | $62.28 | $77.85 |
| Vehicle manufacturing industry engineering associate - level 1 | $79.95 | $47.97 | $63.96 | $63.96 | $79.95 |
| Vehicle manufacturing industry engineering associate - level 2 | $84.13 | $50.48 | $67.30 | $67.30 | $84.13 |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $86.23 | $51.74 | $68.98 | $68.98 | $86.23 |
| Vehicle manufacturing industry principal technical officer | $89.98 | $53.99 | $71.98 | $71.98 | $89.98 |

**Table 3 of 4**

| **Classification** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise) - not security staff** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $45.72 | $34.29 | $25.72 | $26.97 | $25.72 |
| Vehicle manufacturing industry/production level 2 | $47.02 | $35.27 | $26.45 | $27.74 | $26.45 |
| Vehicle manufacturing industry/production level 3 | $48.82 | $36.62 | $27.46 | $28.80 | $27.46 |
| Vehicle manufacturing industry/production level 4 | $50.52 | $37.89 | $28.42 | $29.81 | $28.42 |
| Vehicle manufacturing industry tradesperson level 1 | $53.22 | $39.92 | $29.94 | $31.40 | $29.94 |
| Vehicle manufacturing industry tradesperson level 2 | $54.90 | $41.18 | $30.88 | $32.39 | $30.88 |
| Vehicle manufacturing industry tradesperson level 3 | $56.58 | $42.44 | $31.83 | $33.38 | $31.83 |
| Vehicle manufacturing industry tradesperson level 4 | $58.22 | $43.67 | $32.75 | $34.35 | $32.75 |
| Vehicle manufacturing industry tradesperson level 5 | $61.02 | $45.77 | $34.32 | $36.00 | $34.32 |
| Vehicle manufacturing industry tradesperson level 6 | $62.28 | $46.71 | $35.03 | $36.75 | $35.03 |
| Vehicle manufacturing industry engineering associate - level 1 | $63.96 | $47.97 | $35.98 | $37.74 | $35.98 |
| Vehicle manufacturing industry engineering associate - level 2 | $67.30 | $50.48 | $37.86 | $39.71 | $37.86 |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $68.98 | $51.74 | $38.80 | $40.70 | $38.80 |
| Vehicle manufacturing industry principal technical officer | $71.98 | $53.99 | $40.49 | $42.47 | $40.49 |

**Table 4 of 4**

| **Classification** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - security staff - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing industry/production level 1 | $29.72 | $26.97 | $25.72 | $34.29 | $26.29 |
| Vehicle manufacturing industry/production level 2 | $30.56 | $27.74 | $26.45 | $35.27 | $27.04 |
| Vehicle manufacturing industry/production level 3 | $31.73 | $28.80 | $27.46 | $36.62 | $28.07 |
| Vehicle manufacturing industry/production level 4 | $32.84 | $29.81 | $28.42 | $37.89 | $29.05 |
| Vehicle manufacturing industry tradesperson level 1 | $34.59 | $31.40 | $29.94 | $39.92 | N/A |
| Vehicle manufacturing industry tradesperson level 2 | $35.69 | $32.39 | $30.88 | $41.18 | N/A |
| Vehicle manufacturing industry tradesperson level 3 | $36.78 | $33.38 | $31.83 | $42.44 | N/A |
| Vehicle manufacturing industry tradesperson level 4 | $37.84 | $34.35 | $32.75 | $43.67 | N/A |
| Vehicle manufacturing industry tradesperson level 5 | $39.66 | $36.00 | $34.32 | $45.77 | N/A |
| Vehicle manufacturing industry tradesperson level 6 | $40.48 | $36.75 | $35.03 | $46.71 | N/A |
| Vehicle manufacturing industry engineering associate - level 1 | $41.57 | $37.74 | $35.98 | $47.97 | N/A |
| Vehicle manufacturing industry engineering associate - level 2 | $43.75 | $39.71 | $37.86 | $50.48 | N/A |
| Vehicle manufacturing industry leading technical officer & principal engineering trainer/supervisor/co-ordinator | $44.84 | $40.70 | $38.80 | $51.74 | N/A |
| Vehicle manufacturing industry principal technical officer | $46.79 | $42.47 | $40.49 | $53.99 | N/A |

### Vehicle manufacturing industry - Driver - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $25.60 | $32.00 | $51.20 | $64.00 | $38.40 | $51.20 |
| Vehicle manufacturing driver level 2 | $25.90 | $32.38 | $51.80 | $64.75 | $38.85 | $51.80 |
| Vehicle manufacturing driver level 3 | $26.21 | $32.76 | $52.42 | $65.53 | $39.32 | $52.42 |
| Vehicle manufacturing driver level 4 | $26.59 | $33.24 | $53.18 | $66.48 | $39.89 | $53.18 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $51.20 | $64.00 | $51.20 | $38.40 | $28.80 | $30.21 |
| Vehicle manufacturing driver level 2 | $51.80 | $64.75 | $51.80 | $38.85 | $29.14 | $30.56 |
| Vehicle manufacturing driver level 3 | $52.42 | $65.53 | $52.42 | $39.32 | $29.49 | $30.93 |
| Vehicle manufacturing driver level 4 | $53.18 | $66.48 | $53.18 | $39.89 | $29.91 | $31.38 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing driver level 1 | $28.80 | $33.28 | $30.21 | $28.80 | $38.40 |
| Vehicle manufacturing driver level 2 | $29.14 | $33.67 | $30.56 | $29.14 | $38.85 |
| Vehicle manufacturing driver level 3 | $29.49 | $34.07 | $30.93 | $29.49 | $39.32 |
| Vehicle manufacturing driver level 4 | $29.91 | $34.57 | $31.38 | $29.91 | $39.89 |

### Vehicle manufacturing industry - Phasing years of experience - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $23.98 | $29.98 | $47.96 | $59.95 | $35.97 | $47.96 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $26.46 | $33.08 | $52.92 | $66.15 | $39.69 | $52.92 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $29.89 | $37.36 | $59.78 | $74.73 | $44.84 | $59.78 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $31.14 | $38.93 | $62.28 | $77.85 | $46.71 | $62.28 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $24.23 | $30.29 | $48.46 | $60.58 | $36.35 | $48.46 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $26.59 | $33.24 | $53.18 | $66.48 | $39.89 | $53.18 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $29.95 | $37.44 | $59.90 | $74.88 | $44.93 | $59.90 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $31.30 | $39.13 | $62.60 | $78.25 | $46.95 | $62.60 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $33.65 | $42.06 | $67.30 | $84.13 | $50.48 | $67.30 |
| Vehicle manufacturing - 0 years experience | $22.79 | $28.49 | $45.58 | $56.98 | $34.19 | $45.58 |
| Vehicle manufacturing - 1 year experience | $24.15 | $30.19 | $48.30 | $60.38 | $36.23 | $48.30 |
| Vehicle manufacturing - 2 years experience | $26.08 | $32.60 | $52.16 | $65.20 | $39.12 | $52.16 |
| Vehicle manufacturing - 3 years experience | $27.45 | $34.31 | $54.90 | $68.63 | $41.18 | $54.90 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $47.96 | $59.95 | $47.96 | $35.97 | $26.98 | $28.30 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $52.92 | $66.15 | $52.92 | $39.69 | $29.77 | $31.22 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $59.78 | $74.73 | $59.78 | $44.84 | $33.63 | $35.27 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $62.28 | $77.85 | $62.28 | $46.71 | $35.03 | $36.75 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $48.46 | $60.58 | $48.46 | $36.35 | $27.26 | $28.59 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $53.18 | $66.48 | $53.18 | $39.89 | $29.91 | $31.38 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $59.90 | $74.88 | $59.90 | $44.93 | $33.69 | $35.34 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $62.60 | $78.25 | $62.60 | $46.95 | $35.21 | $36.93 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $67.30 | $84.13 | $67.30 | $50.48 | $37.86 | $39.71 |
| Vehicle manufacturing - 0 years experience | $45.58 | $56.98 | $45.58 | $34.19 | $25.64 | $26.89 |
| Vehicle manufacturing - 1 year experience | $48.30 | $60.38 | $48.30 | $36.23 | $27.17 | $28.50 |
| Vehicle manufacturing - 2 years experience | $52.16 | $65.20 | $52.16 | $39.12 | $29.34 | $30.77 |
| Vehicle manufacturing - 3 years experience | $54.90 | $68.63 | $54.90 | $41.18 | $30.88 | $32.39 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Vehicle manufacturing - National Diploma - phasing in experience - 0 years experience | $26.98 | $31.17 | $28.30 | $26.98 | $35.97 |
| Vehicle manufacturing - National Diploma - phasing in experience - 1 year experience | $29.77 | $34.40 | $31.22 | $29.77 | $39.69 |
| Vehicle manufacturing - National Diploma - phasing in experience - 2 years experience | $33.63 | $38.86 | $35.27 | $33.63 | $44.84 |
| Vehicle manufacturing - National Diploma - phasing in experience - 3 years experience | $35.03 | $40.48 | $36.75 | $35.03 | $46.71 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 0 years experience | $27.26 | $31.50 | $28.59 | $27.26 | $36.35 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 1 year experience | $29.91 | $34.57 | $31.38 | $29.91 | $39.89 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 2 years experience | $33.69 | $38.94 | $35.34 | $33.69 | $44.93 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 3 years experience | $35.21 | $40.69 | $36.93 | $35.21 | $46.95 |
| Vehicle manufacturing - National Advanced Diploma - phasing in experience - 4 years experience | $37.86 | $43.75 | $39.71 | $37.86 | $50.48 |
| Vehicle manufacturing - 0 years experience | $25.64 | $29.63 | $26.89 | $25.64 | $34.19 |
| Vehicle manufacturing - 1 year experience | $27.17 | $31.40 | $28.50 | $27.17 | $36.23 |
| Vehicle manufacturing - 2 years experience | $29.34 | $33.90 | $30.77 | $29.34 | $39.12 |
| Vehicle manufacturing - 3 years experience | $30.88 | $35.69 | $32.39 | $30.88 | $41.18 |

### Vehicle manufacturing - Trainer/supervisor/co-ordinator - Casual

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Vehicle manufacturing - trainer/supervisor/co-ordinator - level 1 | The hourly rate will be not less than 122% of the rate paid to the highest technically qualified employee supervised or trained (excluding leading hand allowance), or $27.70 per hour, whichever is higher. |
| Vehicle manufacturing - trainer/supervisor/co-ordinator - level 2 | The hourly rate will be not less than 115% of the highest rate paid to those supervised or trained, or $29.96 per hour, whichever is higher. |

### Drafting, planning & technical - Receiving annual leave - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $21.49 | $26.86 | $42.98 | $53.73 | $32.24 | $42.98 |
| Drafting, planning and technical level 2 | $22.10 | $27.63 | $44.20 | $55.25 | $33.15 | $44.20 |
| Drafting, planning and technical level 3 | $22.95 | $28.69 | $45.90 | $57.38 | $34.43 | $45.90 |
| Drafting, planning and technical level 4 | $23.75 | $29.69 | $47.50 | $59.38 | $35.63 | $47.50 |
| Drafting, planning and technical tradesperson level 1 | $25.02 | $31.28 | $50.04 | $62.55 | $37.53 | $50.04 |
| Drafting, planning and technical tradesperson level 2 | $25.80 | $32.25 | $51.60 | $64.50 | $38.70 | $51.60 |
| Drafting, planning and technical tradesperson level 3 | $26.59 | $33.24 | $53.18 | $66.48 | $39.89 | $53.18 |
| Drafting, planning and technical tradesperson level 4 | $27.37 | $34.21 | $54.74 | $68.43 | $41.06 | $54.74 |
| Drafting, planning and technical tradesperson level 5 | $28.68 | $35.85 | $57.36 | $71.70 | $43.02 | $57.36 |
| Drafting, planning and technical tradesperson level 6 | $29.27 | $36.59 | $58.54 | $73.18 | $43.91 | $58.54 |
| Drafting, planning and technical engineering associate level 1 | $30.06 | $37.58 | $60.12 | $75.15 | $45.09 | $60.12 |
| Drafting, planning and technical engineering associate level 2 | $31.63 | $39.54 | $63.26 | $79.08 | $47.45 | $63.26 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $32.42 | $40.53 | $64.84 | $81.05 | $48.63 | $64.84 |
| Drafting, planning and technical principal technical officer | $33.83 | $42.29 | $67.66 | $84.58 | $50.75 | $67.66 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $42.98 | $53.73 | $42.98 | $32.24 | $24.18 | $25.36 |
| Drafting, planning and technical level 2 | $44.20 | $55.25 | $44.20 | $33.15 | $24.86 | $26.08 |
| Drafting, planning and technical level 3 | $45.90 | $57.38 | $45.90 | $34.43 | $25.82 | $27.08 |
| Drafting, planning and technical level 4 | $47.50 | $59.38 | $47.50 | $35.63 | $26.72 | $28.03 |
| Drafting, planning and technical tradesperson level 1 | $50.04 | $62.55 | $50.04 | $37.53 | $28.15 | $29.52 |
| Drafting, planning and technical tradesperson level 2 | $51.60 | $64.50 | $51.60 | $38.70 | $29.03 | $30.44 |
| Drafting, planning and technical tradesperson level 3 | $53.18 | $66.48 | $53.18 | $39.89 | $29.91 | $31.38 |
| Drafting, planning and technical tradesperson level 4 | $54.74 | $68.43 | $54.74 | $41.06 | $30.79 | $32.30 |
| Drafting, planning and technical tradesperson level 5 | $57.36 | $71.70 | $57.36 | $43.02 | $32.27 | $33.84 |
| Drafting, planning and technical tradesperson level 6 | $58.54 | $73.18 | $58.54 | $43.91 | $32.93 | $34.54 |
| Drafting, planning and technical engineering associate level 1 | $60.12 | $75.15 | $60.12 | $45.09 | $33.82 | $35.47 |
| Drafting, planning and technical engineering associate level 2 | $63.26 | $79.08 | $63.26 | $47.45 | $35.58 | $37.32 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $64.84 | $81.05 | $64.84 | $48.63 | $36.47 | $38.26 |
| Drafting, planning and technical principal technical officer | $67.66 | $84.58 | $67.66 | $50.75 | $38.06 | $39.92 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $24.18 | $27.94 | $25.36 | $24.18 | $32.24 |
| Drafting, planning and technical level 2 | $24.86 | $28.73 | $26.08 | $24.86 | $33.15 |
| Drafting, planning and technical level 3 | $25.82 | $29.84 | $27.08 | $25.82 | $34.43 |
| Drafting, planning and technical level 4 | $26.72 | $30.88 | $28.03 | $26.72 | $35.63 |
| Drafting, planning and technical tradesperson level 1 | $28.15 | $32.53 | $29.52 | $28.15 | $37.53 |
| Drafting, planning and technical tradesperson level 2 | $29.03 | $33.54 | $30.44 | $29.03 | $38.70 |
| Drafting, planning and technical tradesperson level 3 | $29.91 | $34.57 | $31.38 | $29.91 | $39.89 |
| Drafting, planning and technical tradesperson level 4 | $30.79 | $35.58 | $32.30 | $30.79 | $41.06 |
| Drafting, planning and technical tradesperson level 5 | $32.27 | $37.28 | $33.84 | $32.27 | $43.02 |
| Drafting, planning and technical tradesperson level 6 | $32.93 | $38.05 | $34.54 | $32.93 | $43.91 |
| Drafting, planning and technical engineering associate level 1 | $33.82 | $39.08 | $35.47 | $33.82 | $45.09 |
| Drafting, planning and technical engineering associate level 2 | $35.58 | $41.12 | $37.32 | $35.58 | $47.45 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $36.47 | $42.15 | $38.26 | $36.47 | $48.63 |
| Drafting, planning and technical principal technical officer | $38.06 | $43.98 | $39.92 | $38.06 | $50.75 |

### Drafting, planning & technical - Not receiving annual leave - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $22.86 | $28.58 | $45.72 | $57.15 | $34.29 | $45.72 |
| Drafting, planning and technical level 2 | $23.51 | $29.39 | $47.02 | $58.78 | $35.27 | $47.02 |
| Drafting, planning and technical level 3 | $24.41 | $30.51 | $48.82 | $61.03 | $36.62 | $48.82 |
| Drafting, planning and technical level 4 | $25.26 | $31.58 | $50.52 | $63.15 | $37.89 | $50.52 |
| Drafting, planning and technical tradesperson level 1 | $26.61 | $33.26 | $53.22 | $66.53 | $39.92 | $53.22 |
| Drafting, planning and technical tradesperson level 2 | $27.45 | $34.31 | $54.90 | $68.63 | $41.18 | $54.90 |
| Drafting, planning and technical tradesperson level 3 | $28.29 | $35.36 | $56.58 | $70.73 | $42.44 | $56.58 |
| Drafting, planning and technical tradesperson level 4 | $29.11 | $36.39 | $58.22 | $72.78 | $43.67 | $58.22 |
| Drafting, planning and technical tradesperson level 5 | $30.51 | $38.14 | $61.02 | $76.28 | $45.77 | $61.02 |
| Drafting, planning and technical tradesperson level 6 | $31.14 | $38.93 | $62.28 | $77.85 | $46.71 | $62.28 |
| Drafting, planning and technical engineering associate level 1 | $31.98 | $39.98 | $63.96 | $79.95 | $47.97 | $63.96 |
| Drafting, planning and technical engineering associate level 2 | $33.65 | $42.06 | $67.30 | $84.13 | $50.48 | $67.30 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $34.49 | $43.11 | $68.98 | $86.23 | $51.74 | $68.98 |
| Drafting, planning and technical principal technical officer | $35.99 | $44.99 | $71.98 | $89.98 | $53.99 | $71.98 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $45.72 | $57.15 | $45.72 | $34.29 | $25.72 | $26.97 |
| Drafting, planning and technical level 2 | $47.02 | $58.78 | $47.02 | $35.27 | $26.45 | $27.74 |
| Drafting, planning and technical level 3 | $48.82 | $61.03 | $48.82 | $36.62 | $27.46 | $28.80 |
| Drafting, planning and technical level 4 | $50.52 | $63.15 | $50.52 | $37.89 | $28.42 | $29.81 |
| Drafting, planning and technical tradesperson level 1 | $53.22 | $66.53 | $53.22 | $39.92 | $29.94 | $31.40 |
| Drafting, planning and technical tradesperson level 2 | $54.90 | $68.63 | $54.90 | $41.18 | $30.88 | $32.39 |
| Drafting, planning and technical tradesperson level 3 | $56.58 | $70.73 | $56.58 | $42.44 | $31.83 | $33.38 |
| Drafting, planning and technical tradesperson level 4 | $58.22 | $72.78 | $58.22 | $43.67 | $32.75 | $34.35 |
| Drafting, planning and technical tradesperson level 5 | $61.02 | $76.28 | $61.02 | $45.77 | $34.32 | $36.00 |
| Drafting, planning and technical tradesperson level 6 | $62.28 | $77.85 | $62.28 | $46.71 | $35.03 | $36.75 |
| Drafting, planning and technical engineering associate level 1 | $63.96 | $79.95 | $63.96 | $47.97 | $35.98 | $37.74 |
| Drafting, planning and technical engineering associate level 2 | $67.30 | $84.13 | $67.30 | $50.48 | $37.86 | $39.71 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $68.98 | $86.23 | $68.98 | $51.74 | $38.80 | $40.70 |
| Drafting, planning and technical principal technical officer | $71.98 | $89.98 | $71.98 | $53.99 | $40.49 | $42.47 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical level 1 | $25.72 | $29.72 | $26.97 | $25.72 | $34.29 |
| Drafting, planning and technical level 2 | $26.45 | $30.56 | $27.74 | $26.45 | $35.27 |
| Drafting, planning and technical level 3 | $27.46 | $31.73 | $28.80 | $27.46 | $36.62 |
| Drafting, planning and technical level 4 | $28.42 | $32.84 | $29.81 | $28.42 | $37.89 |
| Drafting, planning and technical tradesperson level 1 | $29.94 | $34.59 | $31.40 | $29.94 | $39.92 |
| Drafting, planning and technical tradesperson level 2 | $30.88 | $35.69 | $32.39 | $30.88 | $41.18 |
| Drafting, planning and technical tradesperson level 3 | $31.83 | $36.78 | $33.38 | $31.83 | $42.44 |
| Drafting, planning and technical tradesperson level 4 | $32.75 | $37.84 | $34.35 | $32.75 | $43.67 |
| Drafting, planning and technical tradesperson level 5 | $34.32 | $39.66 | $36.00 | $34.32 | $45.77 |
| Drafting, planning and technical tradesperson level 6 | $35.03 | $40.48 | $36.75 | $35.03 | $46.71 |
| Drafting, planning and technical engineering associate level 1 | $35.98 | $41.57 | $37.74 | $35.98 | $47.97 |
| Drafting, planning and technical engineering associate level 2 | $37.86 | $43.75 | $39.71 | $37.86 | $50.48 |
| Drafting, planning and technical leading technical officer & principal engineering trainer/supervisor/co-ordinator | $38.80 | $44.84 | $40.70 | $38.80 | $51.74 |
| Drafting, planning and technical principal technical officer | $40.49 | $46.79 | $42.47 | $40.49 | $53.99 |

### Drafting, planning & technical - Phasing years of experience - Receiving annual leave - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $21.42 | $26.78 | $42.84 | $53.55 | $32.13 | $42.84 |
| Drafting, planning and technical - 1 year of relevant work experience | $22.70 | $28.38 | $45.40 | $56.75 | $34.05 | $45.40 |
| Drafting, planning and technical - 2 years of relevant work experience | $24.51 | $30.64 | $49.02 | $61.28 | $36.77 | $49.02 |
| Drafting, planning and technical - 3 years of relevant work experience | $25.80 | $32.25 | $51.60 | $64.50 | $38.70 | $51.60 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $42.84 | $53.55 | $42.84 | $32.13 | $24.10 | $25.28 |
| Drafting, planning and technical - 1 year of relevant work experience | $45.40 | $56.75 | $45.40 | $34.05 | $25.54 | $26.79 |
| Drafting, planning and technical - 2 years of relevant work experience | $49.02 | $61.28 | $49.02 | $36.77 | $27.57 | $28.92 |
| Drafting, planning and technical - 3 years of relevant work experience | $51.60 | $64.50 | $51.60 | $38.70 | $29.03 | $30.44 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $24.10 | $27.85 | $25.28 | $24.10 | $32.13 |
| Drafting, planning and technical - 1 year of relevant work experience | $25.54 | $29.51 | $26.79 | $25.54 | $34.05 |
| Drafting, planning and technical - 2 years of relevant work experience | $27.57 | $31.86 | $28.92 | $27.57 | $36.77 |
| Drafting, planning and technical - 3 years of relevant work experience | $29.03 | $33.54 | $30.44 | $29.03 | $38.70 |

### Drafting, planning & technical - Phasing years of experience - Not receiving annual leave - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $22.79 | $28.49 | $45.58 | $56.98 | $34.19 | $45.58 |
| Drafting, planning and technical - 1 year of relevant work experience | $24.15 | $30.19 | $48.30 | $60.38 | $36.23 | $48.30 |
| Drafting, planning and technical - 2 years of relevant work experience | $26.08 | $32.60 | $52.16 | $65.20 | $39.12 | $52.16 |
| Drafting, planning and technical - 3 years of relevant work experience | $27.45 | $34.31 | $54.90 | $68.63 | $41.18 | $54.90 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $45.58 | $56.98 | $45.58 | $34.19 | $25.64 | $26.89 |
| Drafting, planning and technical - 1 year of relevant work experience | $48.30 | $60.38 | $48.30 | $36.23 | $27.17 | $28.50 |
| Drafting, planning and technical - 2 years of relevant work experience | $52.16 | $65.20 | $52.16 | $39.12 | $29.34 | $30.77 |
| Drafting, planning and technical - 3 years of relevant work experience | $54.90 | $68.63 | $54.90 | $41.18 | $30.88 | $32.39 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Drafting, planning and technical - 0 years of relevant work experience | $25.64 | $29.63 | $26.89 | $25.64 | $34.19 |
| Drafting, planning and technical - 1 year of relevant work experience | $27.17 | $31.40 | $28.50 | $27.17 | $36.23 |
| Drafting, planning and technical - 2 years of relevant work experience | $29.34 | $33.90 | $30.77 | $29.34 | $39.12 |
| Drafting, planning and technical - 3 years of relevant work experience | $30.88 | $35.69 | $32.39 | $30.88 | $41.18 |

### Junior - Vehicle industry RS&R - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $330.08 | $8.69 | $13.04 | $17.38 | $21.73 | $10.86 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $364.71 | $9.60 | $14.40 | $19.20 | $24.00 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $13.04 | $17.38 | $17.38 | $21.73 | $17.38 | $17.38 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $14.40 | $19.20 | $19.20 | $24.00 | $19.20 | $19.20 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $13.04 | $10.25 | $11.30 | $13.04 | $10.43 | $9.78 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $14.40 | $11.33 | $12.48 | $14.40 | $11.52 | $10.80 |

### Junior - Vehicle industry RS&R - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $347.45 | $9.14 | $13.71 | $18.28 | $22.85 | $11.43 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $383.90 | $10.10 | $15.15 | $20.20 | $25.25 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $13.71 | $18.28 | $18.28 | $22.85 | $18.28 | $18.28 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $15.15 | $20.20 | $20.20 | $25.25 | $20.20 | $20.20 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $13.71 | $10.79 | $11.88 | $13.71 | $10.97 | $10.28 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $15.15 | $11.92 | $13.13 | $15.15 | $12.12 | $11.36 |

### Junior - Vehicle industry RS&R - Full-time & part-time - 18 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $434.31 | $11.43 | $17.15 | $22.86 | $28.58 | $14.29 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $479.88 | $12.63 | $18.95 | $25.26 | $31.58 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $17.15 | $22.86 | $22.86 | $28.58 | $22.86 | $22.86 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $18.95 | $25.26 | $25.26 | $31.58 | $25.26 | $25.26 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $17.15 | $13.49 | $14.86 | $17.15 | $13.72 | $12.86 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $18.95 | $14.90 | $16.42 | $18.95 | $15.16 | $14.21 |

### Junior - Vehicle industry RS&R - Full-time & part-time - 19 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $521.18 | $13.72 | $20.58 | $27.44 | $34.30 | $17.15 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $575.85 | $15.15 | $22.73 | $30.30 | $37.88 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $20.58 | $27.44 | $27.44 | $34.30 | $27.44 | $27.44 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $22.73 | $30.30 | $30.30 | $37.88 | $30.30 | $30.30 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $20.58 | $16.19 | $17.84 | $20.58 | $16.46 | $15.44 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $22.73 | $17.88 | $19.70 | $22.73 | $18.18 | $17.04 |

### Junior - Vehicle industry RS&R - Full-time & part-time - 20 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Tyre fitting, retreading or repair work - Thursday & Friday - 8pm - 9.30pm** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $608.04 | $16.00 | $24.00 | $32.00 | $40.00 | $20.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $671.83 | $17.68 | $26.52 | $35.36 | $44.20 | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $24.00 | $32.00 | $32.00 | $40.00 | $32.00 | $32.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $26.52 | $35.36 | $35.36 | $44.20 | $35.36 | $35.36 |

**Table 3 of 3**

| **Classification** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $24.00 | $18.88 | $20.80 | $24.00 | $19.20 | $18.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $26.52 | $20.86 | $22.98 | $26.52 | $21.22 | $19.89 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $330.08 | $8.69 | $8.69 | $13.04 | $13.04 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $364.71 | $9.60 | $9.60 | $14.40 | $14.40 |
| Driveway attendant | $330.08 | $8.69 | $8.69 | $13.04 | $13.04 |
| Console operator / Driveway attendant operating a console | $364.71 | $9.60 | $9.60 | $14.40 | $14.40 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $17.38 | $13.04 | $17.38 | $17.38 | $13.04 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $19.20 | $14.40 | $19.20 | $19.20 | $14.40 |
| Driveway attendant | $17.38 | $13.04 | $17.38 | $17.38 | $13.04 |
| Console operator / Driveway attendant operating a console | $19.20 | $14.40 | $19.20 | $19.20 | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $10.25 | $11.30 | $13.04 | $10.43 | $9.78 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $11.33 | $12.48 | $14.40 | $11.52 | $10.80 |
| Driveway attendant | $10.25 | $11.30 | $13.04 | $10.43 | $9.78 |
| Console operator / Driveway attendant operating a console | $11.33 | $12.48 | $14.40 | $11.52 | $10.80 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $347.45 | $9.14 | $9.14 | $13.71 | $13.71 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $383.90 | $10.10 | $10.10 | $15.15 | $15.15 |
| Driveway attendant | $347.45 | $9.14 | $9.14 | $13.71 | $13.71 |
| Console operator / Driveway attendant operating a console | $383.90 | $10.10 | $10.10 | $15.15 | $15.15 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $18.28 | $13.71 | $18.28 | $18.28 | $13.71 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $20.20 | $15.15 | $20.20 | $20.20 | $15.15 |
| Driveway attendant | $18.28 | $13.71 | $18.28 | $18.28 | $13.71 |
| Console operator / Driveway attendant operating a console | $20.20 | $15.15 | $20.20 | $20.20 | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $10.79 | $11.88 | $13.71 | $10.97 | $10.28 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $11.92 | $13.13 | $15.15 | $12.12 | $11.36 |
| Driveway attendant | $10.79 | $11.88 | $13.71 | $10.97 | $10.28 |
| Console operator / Driveway attendant operating a console | $11.92 | $13.13 | $15.15 | $12.12 | $11.36 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 18 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $434.31 | $11.43 | $11.43 | $17.15 | $17.15 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $479.88 | $12.63 | $12.63 | $18.95 | $18.95 |
| Driveway attendant | $434.31 | $11.43 | $11.43 | $17.15 | $17.15 |
| Console operator / Driveway attendant operating a console | $479.88 | $12.63 | $12.63 | $18.95 | $18.95 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $22.86 | $17.15 | $22.86 | $22.86 | $17.15 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $25.26 | $18.95 | $25.26 | $25.26 | $18.95 |
| Driveway attendant | $22.86 | $17.15 | $22.86 | $22.86 | $17.15 |
| Console operator / Driveway attendant operating a console | $25.26 | $18.95 | $25.26 | $25.26 | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only | $13.49 | $14.86 | $17.15 | $13.72 | $12.86 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $14.90 | $16.42 | $18.95 | $15.16 | $14.21 |
| Driveway attendant | $13.49 | $14.86 | $17.15 | $13.72 | $12.86 |
| Console operator / Driveway attendant operating a console | $14.90 | $16.42 | $18.95 | $15.16 | $14.21 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 19 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $521.18 | $13.72 | $13.72 | $20.58 | $20.58 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $575.85 | $15.15 | $15.15 | $22.73 | $22.73 |
| Driveway attendant | $521.18 | $13.72 | $13.72 | $20.58 | $20.58 |
| Console operator / Driveway attendant operating a console | $575.85 | $15.15 | $15.15 | $22.73 | $22.73 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $27.44 | $20.58 | $27.44 | $27.44 | $20.58 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $30.30 | $22.73 | $30.30 | $30.30 | $22.73 |
| Driveway attendant | $27.44 | $20.58 | $27.44 | $27.44 | $20.58 |
| Console operator / Driveway attendant operating a console | $30.30 | $22.73 | $30.30 | $30.30 | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $16.19 | $17.84 | $20.58 | $16.46 | $15.44 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $17.88 | $19.70 | $22.73 | $18.18 | $17.04 |
| Driveway attendant | $16.19 | $17.84 | $20.58 | $16.46 | $15.44 |
| Console operator / Driveway attendant operating a console | $17.88 | $19.70 | $22.73 | $18.18 | $17.04 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Full-time & part-time - 20 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $608.04 | $16.00 | $16.00 | $24.00 | $24.00 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $671.83 | $17.68 | $17.68 | $26.52 | $26.52 |
| Driveway attendant | $608.04 | $16.00 | $16.00 | $24.00 | $24.00 |
| Console operator / Driveway attendant operating a console | $671.83 | $17.68 | $17.68 | $26.52 | $26.52 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $32.00 | $24.00 | $32.00 | $32.00 | $24.00 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $35.36 | $26.52 | $35.36 | $35.36 | $26.52 |
| Driveway attendant | $32.00 | $24.00 | $32.00 | $32.00 | $24.00 |
| Console operator / Driveway attendant operating a console | $35.36 | $26.52 | $35.36 | $35.36 | N/A |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $18.88 | $20.80 | $24.00 | $19.20 | $18.00 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $20.86 | $22.98 | $26.52 | $21.22 | $19.89 |
| Driveway attendant | $18.88 | $20.80 | $24.00 | $19.20 | $18.00 |
| Console operator / Driveway attendant operating a console | $20.86 | $22.98 | $26.52 | $21.22 | $19.89 |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $330.08 | $8.69 | $8.69 per hour plus $80.91 per day | $8.69 per hour plus $161.82 per day |
| More than 6 months experience | $364.71 | $9.60 | $9.60 per hour plus $80.91 per day | $9.60 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $82.52 per day | $165.04 per day | $66.02 per day | $132.03 per day |
| More than 6 months experience | $91.18 per day | $182.36 per day | $72.94 per day | $145.88 per day |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $347.45 | $9.14 | $9.14 per hour plus $80.91 per day | $9.14 per hour plus $161.82 per day |
| More than 6 months experience | $383.90 | $10.10 | $10.10 per hour plus $80.91 per day | $10.10 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $86.86 per day | $173.73 per day | $69.49 per day | $138.98 per day |
| More than 6 months experience | $95.98 per day | $191.95 per day | $76.78 per day | $153.56 per day |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 18 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $434.31 | $11.43 | $11.43 per hour plus $80.91 per day | $11.43 per hour plus $161.82 per day |
| More than 6 months experience | $479.88 | $12.63 | $12.63 per hour plus $80.91 per day | $12.63 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $108.58 per day | $217.16 per day | $86.86 per day | $173.72 per day |
| More than 6 months experience | $119.97 per day | $239.94 per day | $95.98 per day | $191.95 per day |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 19 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $521.18 | $13.72 | $13.72 per hour plus $80.91 per day | $13.72 per hour plus $161.82 per day |
| More than 6 months experience | $575.85 | $15.15 | $15.15 per hour plus $80.91 per day | $15.15 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $130.30 per day | $260.59 per day | $104.24 per day | $208.47 per day |
| More than 6 months experience | $143.96 per day | $287.93 per day | $115.17 per day | $230.34 per day |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Full-time & part-time - 20 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Sunday - less than half a day worked** | **Sunday - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $608.04 | $16.00 | $16.00 per hour plus $80.91 per day | $16.00 per hour plus $161.82 per day |
| More than 6 months experience | $671.83 | $17.68 | $17.68 per hour plus $80.91 per day | $17.68 per hour plus $161.82 per day |

**Table 2 of 2**

| **Classification** | **Public holiday - less than half a day worked** | **Public holiday - more than half a day worked** | **Overtime - RDO - less than half a day worked** | **Overtime - RDO - more than half a day worked** |
| --- | --- | --- | --- | --- |
| Less than 6 months experience | $152.01 per day | $304.02 per day | $121.61 per day | $243.22 per day |
| More than 6 months experience | $167.96 per day | $335.92 per day | $134.37 per day | $268.73 per day |

### Junior - Vehicle industry RS&R - Driver - Full-time & part-time - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $14.14 | $21.21 | $28.28 | $35.35 | $21.21 | $28.28 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $14.14 | $21.21 | $28.28 | $35.35 | $21.21 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $14.14 | $21.21 | $28.28 | $35.35 | $21.21 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $14.14 | $21.21 | $28.28 | $35.35 | $21.21 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $14.90 | $22.35 | $29.80 | $37.25 | $22.35 | $29.80 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $28.28 | $35.35 | $28.28 | $28.28 | $21.21 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $28.28 | $35.35 | $28.28 | $28.28 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $28.28 | $35.35 | $28.28 | $28.28 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $28.28 | $35.35 | $28.28 | $28.28 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $29.80 | $37.25 | $29.80 | $29.80 | $22.35 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $16.69 | $18.38 | $21.21 | $16.97 | $15.91 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $16.69 | $18.38 | $21.21 | $16.97 | $15.91 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $16.69 | $18.38 | $21.21 | $16.97 | $15.91 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $16.69 | $18.38 | $21.21 | $16.97 | $15.91 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $17.58 | $19.37 | $22.35 | $17.88 | $16.76 |

### Junior - Vehicle industry RS&R - Driver - Full-time & part-time - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $16.16 | $24.24 | $32.32 | $40.40 | $24.24 | $32.32 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $16.16 | $24.24 | $32.32 | $40.40 | $24.24 | $32.32 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $16.16 | $24.24 | $32.32 | $40.40 | $24.24 | $32.32 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $16.16 | $24.24 | $32.32 | $40.40 | $24.24 | $32.32 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $17.03 | $25.55 | $34.06 | $42.58 | $25.55 | $34.06 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not employees working a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $32.32 | $40.40 | $32.32 | $32.32 | $24.24 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $32.32 | $40.40 | $32.32 | $32.32 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $32.32 | $40.40 | $32.32 | $32.32 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $32.32 | $40.40 | $32.32 | $32.32 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $34.06 | $42.58 | $34.06 | $34.06 | $25.55 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $19.07 | $21.01 | $24.24 | $19.39 | $18.18 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $19.07 | $21.01 | $24.24 | $19.39 | $18.18 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $19.07 | $21.01 | $24.24 | $19.39 | $18.18 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $19.07 | $21.01 | $24.24 | $19.39 | $18.18 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $20.10 | $22.14 | $25.55 | $20.44 | $19.16 |

### Junior - Vehicle manufacturing industry - Full-time & part-time

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers - not security staff** | **Saturday - security staff** | **Sunday - not security staff** | **Sunday - first 8 hours - security staff** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 16 years | $243.22 | $6.40 | $8.00 | $9.60 | $12.80 | $11.20 |
| 16 years | $312.71 | $8.23 | $10.29 | $12.35 | $16.46 | $14.40 |
| 17 years | $382.20 | $10.06 | $12.58 | $15.09 | $20.12 | $17.61 |
| 18 years | $451.69 | $11.89 | $14.86 | $17.84 | $23.78 | $20.81 |
| 19 years | $545.50 | $14.36 | $17.95 | $21.54 | $28.72 | $25.13 |
| 20 years  | $660.16 | $17.37 | $21.71 | $26.06 | $34.74 | $30.40 |

**Table 2 of 4**

| **Classification** | **Sunday - after 8 hours - security staff** | **Public holiday - not security staff** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 16 years | $12.80 | $16.00 | $9.60 | $12.80 | $12.80 | $16.00 |
| 16 years | $16.46 | $20.58 | $12.35 | $16.46 | $16.46 | $20.58 |
| 17 years | $20.12 | $25.15 | $15.09 | $20.12 | $20.12 | $25.15 |
| 18 years | $23.78 | $29.73 | $17.84 | $23.78 | $23.78 | $29.73 |
| 19 years | $28.72 | $35.90 | $21.54 | $28.72 | $28.72 | $35.90 |
| 20 years | $34.74 | $43.43 | $26.06 | $34.74 | $34.74 | $43.43 |

**Table 3 of 4**

| **Classification** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise) - not security staff** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $12.80 | $9.60 | N/A | N/A | N/A |
| 16 years | $16.46 | $12.35 | $9.26 | $9.71 | $9.26 |
| 17 years | $20.12 | $15.09 | $11.32 | $11.87 | $11.32 |
| 18 years | $23.78 | $17.84 | $13.38 | $14.03 | $13.38 |
| 19 years | $28.72 | $21.54 | $16.16 | $16.94 | $16.16 |
| 20 years | $34.74 | $26.06 | $19.54 | $20.50 | $19.54 |

**Table 4 of 4**

| **Classification** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - security staff - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | N/A | N/A | N/A | N/A | N/A |
| 16 years | $10.70 | $9.71 | $9.26 | $12.35 | $9.46 |
| 17 years | $13.08 | $11.87 | $11.32 | $15.09 | $11.57 |
| 18 years | $15.46 | $14.03 | $13.38 | $17.84 | $13.67 |
| 19 years | $18.67 | $16.94 | $16.16 | $21.54 | $16.51 |
| 20 years | $22.58 | $20.50 | $19.54 | $26.06 | $19.98 |

### Junior - Drafting, planning & technical - Full-time & part-time

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years and under | $10.55 | $13.19 | $21.10 | $26.38 | $15.83 | $21.10 |
| 17 years | $11.52 | $14.40 | $23.04 | $28.80 | $17.28 | $23.04 |
| 18 years | $13.09 | $16.36 | $26.18 | $32.73 | $19.64 | $26.18 |
| 19 years | $14.84 | $18.55 | $29.68 | $37.10 | $22.26 | $29.68 |
| 20 years | $16.21 | $20.26 | $32.42 | $40.53 | $24.32 | $32.42 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years and under | $21.10 | $26.38 | $21.10 | $15.83 | $11.87 | $12.45 |
| 17 years | $23.04 | $28.80 | $23.04 | $17.28 | $12.96 | $13.59 |
| 18 years | $26.18 | $32.73 | $26.18 | $19.64 | $14.73 | $15.45 |
| 19 years | $29.68 | $37.10 | $29.68 | $22.26 | $16.70 | $17.51 |
| 20 years | $32.42 | $40.53 | $32.42 | $24.32 | $18.24 | $19.13 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 16 years and under | $11.87 | $13.72 | $12.45 | $11.87 | $15.83 |
| 17 years | $12.96 | $14.98 | $13.59 | $12.96 | $17.28 |
| 18 years | $14.73 | $17.02 | $15.45 | $14.73 | $19.64 |
| 19 years | $16.70 | $19.29 | $17.51 | $16.70 | $22.26 |
| 20 years | $18.24 | $21.07 | $19.13 | $18.24 | $24.32 |

### Junior - Vehicle industry RS&R - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $10.86 | $15.21 | $19.55 | $23.90 | $15.21 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $12.00 | $16.80 | $21.60 | $26.40 | $16.80 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $19.55 | $19.55 | $23.90 | $15.21 | $13.04 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $21.60 | $21.60 | $26.40 | $16.80 | $14.40 |

### Junior - Vehicle industry RS&R - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $11.43 | $16.00 | $20.57 | $25.14 | $16.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $12.63 | $17.68 | $22.73 | $27.78 | $17.68 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $20.57 | $20.57 | $25.14 | $16.00 | $13.71 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $22.73 | $22.73 | $27.78 | $17.68 | $15.15 |

### Junior - Vehicle industry RS&R - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $14.29 | $20.00 | $25.72 | $31.43 | $20.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $15.79 | $22.10 | $28.42 | $34.73 | $22.10 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $25.72 | $25.72 | $31.43 | $20.00 | $17.15 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $28.42 | $28.42 | $34.73 | $22.10 | $18.95 |

### Junior - Vehicle industry RS&R - Casual - 19 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $17.15 | $24.01 | $30.87 | $37.73 | $24.01 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $18.94 | $26.51 | $34.09 | $41.66 | $26.51 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $30.87 | $30.87 | $37.73 | $24.01 | $20.58 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $34.09 | $34.09 | $41.66 | $26.51 | $22.73 |

### Junior - Vehicle industry RS&R - Casual - 20 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $20.00 | $28.00 | $36.00 | $44.00 | $28.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $22.10 | $30.94 | $39.78 | $48.62 | $30.94 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 1 rate | $36.00 | $36.00 | $44.00 | $28.00 | $24.00 |
| Vehicle industry RS&R employee - classifications receiving % of adult Level 4 rate | $39.78 | $39.78 | $48.62 | $30.94 | $26.52 |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $11.78 | $15.36 | $15.36 | $18.34 | $21.92 | $17.67 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $12.64 | $16.50 | $16.50 | $19.68 | $23.54 | $18.96 |
| Driveway attendant | $11.44 | $14.92 | $14.92 | $17.82 | $21.30 | $17.16 |
| Console operator / Driveway attendant operating a console | $12.64 | $16.50 | $16.50 | $19.68 | $23.54 | N/A |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $12.40 | $16.17 | $16.17 | $19.30 | $23.07 | $18.60 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $13.31 | $17.37 | $17.37 | $20.73 | $24.79 | $19.97 |
| Driveway attendant | $12.05 | $15.71 | $15.71 | $18.77 | $22.43 | $18.08 |
| Console operator / Driveway attendant operating a console | $13.31 | $17.37 | $17.37 | $20.73 | $24.79 | N/A |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $15.49 | $20.21 | $20.21 | $24.12 | $28.84 | $23.24 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $16.64 | $21.71 | $21.71 | $25.91 | $30.98 | $24.96 |
| Driveway attendant | $15.06 | $19.64 | $19.64 | $23.45 | $28.03 | $22.59 |
| Console operator / Driveway attendant operating a console | $16.64 | $21.71 | $21.71 | $25.91 | $30.98 | N/A |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $18.59 | $24.26 | $24.26 | $28.94 | $34.61 | $27.89 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $19.97 | $26.05 | $26.05 | $31.09 | $37.17 | $29.96 |
| Driveway attendant | $18.07 | $23.57 | $23.57 | $28.14 | $33.64 | $27.11 |
| Console operator / Driveway attendant operating a console | $19.97 | $26.05 | $26.05 | $31.09 | $37.17 | N/A |

### Junior - Vehicle industry RS&R - Roadhouse attendant, driveway attendant or console operator - Casual - 20 years

| **Classification** | **Hourly pay rate** | **Saturday & Sunday** | **Public holiday** | **Overtime - Monday to Friday** | **Overtime - Saturdays, Sundays & public holidays** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Roadhouse attendant required to cook take away meals only  | $24.79 | $32.34 | $32.34 | $38.59 | $46.14 | $37.19 |
| Roadhouse attendant engaged primarily to cook other than take away meals | $26.62 | $34.73 | $34.73 | $41.45 | $49.56 | $39.93 |
| Driveway attendant | $24.09 | $31.42 | $31.42 | $37.52 | $44.85 | $36.14 |
| Console operator / Driveway attendant operating a console | $26.62 | $34.73 | $34.73 | $41.45 | $49.56 | N/A |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 16 years & under

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $10.86 | $32.15 | $23.90 |
| More than 6 months experience | $12.00 | $33.29 | $26.40 |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 17 years

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $11.43 | $32.72 | $25.14 |
| More than 6 months experience | $12.63 | $33.92 | $27.78 |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $14.29 | $35.58 | $31.43 |
| More than 6 months experience | $15.79 | $37.08 | $34.73 |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $17.15 | $38.44 | $37.73 |
| More than 6 months experience | $18.94 | $40.23 | $41.66 |

### Junior - Vehicle industry RS&R - Vehicle salesperson - Casual - 20 years

| **Classification** | **Hourly pay rate** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- |
| Less than 6 months experience | $20.00 | $41.29 | $44.00 |
| More than 6 months experience | $22.10 | $43.39 | $48.62 |

### Junior - Vehicle industry RS&R - Driver - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $17.68 | $24.75 | $31.82 | $38.89 | $24.75 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $17.68 | $24.75 | $31.82 | $38.89 | $24.75 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $17.68 | $24.75 | $31.82 | $38.89 | $24.75 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $17.68 | $24.75 | $31.82 | $38.89 | $24.75 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $18.63 | $26.08 | $33.53 | $40.98 | $26.08 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $31.82 | $31.82 | $38.89 | $24.75 | $21.21 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $31.82 | $31.82 | $38.89 | $24.75 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $31.82 | $31.82 | $38.89 | $24.75 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $31.82 | $31.82 | $38.89 | $24.75 | $21.21 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $33.53 | $33.53 | $40.98 | $26.08 | $22.35 |

### Junior - Vehicle industry RS&R - Driver - Casual - 19 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $20.20 | $28.28 | $36.36 | $44.44 | $28.28 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $20.20 | $28.28 | $36.36 | $44.44 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $20.20 | $28.28 | $36.36 | $44.44 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $20.20 | $28.28 | $36.36 | $44.44 | $28.28 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $21.29 | $29.80 | $38.32 | $46.83 | $29.80 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Night work** |
| --- | --- | --- | --- | --- | --- |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of 3 tonnes or less | $36.36 | $36.36 | $44.44 | $28.28 | $24.24 |
| Vehicle industry RS&R - driver of a commercial vehicle used in the course of the employer's business with a makers capacity of over 3 tonnes but under 8 tonnes | $36.36 | $36.36 | $44.44 | $28.28 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 1 | $36.36 | $36.36 | $44.44 | $28.28 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 2 and 3 | $36.36 | $36.36 | $44.44 | $28.28 | $24.24 |
| Vehicle industry RS&R - driver of a tow truck class 4 | $38.32 | $38.32 | $46.83 | $29.80 | $25.55 |

### Junior - Vehicle manufacturing industry - Casual

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers - not security staff** | **Saturday - security staff** | **Sunday - not security staff** | **Sunday - first 8 hours - security staff** | **Sunday - after 8 hours - security staff** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 16 years | $8.00 | $10.00 | $12.00 | $16.00 | $14.00 | $16.00 |
| 16 years | $10.29 | $12.86 | $15.44 | $20.58 | $18.01 | $20.58 |
| 17 years | $12.58 | $15.73 | $18.87 | $25.16 | $22.02 | $25.16 |
| 18 years | $14.86 | $18.58 | $22.29 | $29.72 | $26.01 | $29.72 |
| 19 years | $17.95 | $22.44 | $26.93 | $35.90 | $31.41 | $35.90 |
| 20 years | $21.71 | $27.14 | $32.57 | $43.42 | $37.99 | $43.42 |

**Table 2 of 4**

| **Classification** | **Public holiday - not security staff** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $20.00 | $12.00 | $16.00 | $16.00 | $20.00 |
| 16 years | $25.73 | $15.44 | $20.58 | $20.58 | $25.73 |
| 17 years | $31.45 | $18.87 | $25.16 | $25.16 | $31.45 |
| 18 years | $37.15 | $22.29 | $29.72 | $29.72 | $37.15 |
| 19 years | $44.88 | $26.93 | $35.90 | $35.90 | $44.88 |
| 20 years | $54.28 | $32.57 | $43.42 | $43.42 | $54.28 |

**Table 3 of 4**

| **Classification** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise) - not security staff** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | $16.00 | $12.00 | N/A | N/A | N/A |
| 16 years | $20.58 | $15.44 | $11.58 | $12.14 | $11.58 |
| 17 years | $25.16 | $18.87 | $14.15 | $14.84 | $14.15 |
| 18 years | $29.72 | $22.29 | $16.72 | $17.53 | $16.72 |
| 19 years | $35.90 | $26.93 | $20.19 | $21.18 | $20.19 |
| 20 years | $43.42 | $32.57 | $24.42 | $25.62 | $24.42 |

**Table 4 of 4**

| **Classification** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise) - not security staff** | **Afternoon or night shift - Monday to Friday - security staff - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Under 16 years | N/A | N/A | N/A | N/A | N/A |
| 16 years | $13.38 | $12.14 | $11.58 | $15.44 | $11.83 |
| 17 years | $16.35 | $14.84 | $14.15 | $18.87 | $14.47 |
| 18 years | $19.32 | $17.53 | $16.72 | $22.29 | $17.09 |
| 19 years | $23.34 | $21.18 | $20.19 | $26.93 | $20.64 |
| 20 years | $28.22 | $25.62 | $24.42 | $32.57 | $24.97 |

### Junior - Drafting, planning & technical - Casual - Receiving annual leave

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday**  | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years & under | $12.40 | $15.50 | $24.80 | $31.00 | $18.60 | $24.80 |
| 17 years | $13.54 | $16.93 | $27.08 | $33.85 | $20.31 | $27.08 |
| 18 years | $15.38 | $19.23 | $30.76 | $38.45 | $23.07 | $30.76 |
| 19 years | $17.44 | $21.80 | $34.88 | $43.60 | $26.16 | $34.88 |
| 20 years | $19.05 | $23.81 | $38.10 | $47.63 | $28.58 | $38.10 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years & under | $24.80 | $31.00 | $24.80 | $18.60 | $13.95 | $14.63 |
| 17 years | $27.08 | $33.85 | $27.08 | $20.31 | $15.23 | $15.98 |
| 18 years | $30.76 | $38.45 | $30.76 | $23.07 | $17.30 | $18.15 |
| 19 years | $34.88 | $43.60 | $34.88 | $26.16 | $19.62 | $20.58 |
| 20 years | $38.10 | $47.63 | $38.10 | $28.58 | $21.43 | $22.48 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 16 years & under | $13.95 | $16.12 | $14.63 | $13.95 | $18.60 |
| 17 years | $15.23 | $17.60 | $15.98 | $15.23 | $20.31 |
| 18 years | $17.30 | $19.99 | $18.15 | $17.30 | $23.07 |
| 19 years | $19.62 | $22.67 | $20.58 | $19.62 | $26.16 |
| 20 years | $21.43 | $24.77 | $22.48 | $21.43 | $28.58 |

### Junior - Drafting, planning & technical - Casual - Not receiving annual leave

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years & under | $13.19 | $16.49 | $26.38 | $32.98 | $19.79 | $26.38 |
| 17 years | $14.40 | $18.00 | $28.80 | $36.00 | $21.60 | $28.80 |
| 18 years | $16.36 | $20.45 | $32.72 | $40.90 | $24.54 | $32.72 |
| 19 years | $18.55 | $23.19 | $37.10 | $46.38 | $27.83 | $37.10 |
| 20 years | $20.26 | $25.33 | $40.52 | $50.65 | $30.39 | $40.52 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years & under | $26.38 | $32.98 | $26.38 | $19.79 | $14.84 | $15.56 |
| 17 years | $28.80 | $36.00 | $28.80 | $21.60 | $16.20 | $16.99 |
| 18 years | $32.72 | $40.90 | $32.72 | $24.54 | $18.41 | $19.30 |
| 19 years | $37.10 | $46.38 | $37.10 | $27.83 | $20.87 | $21.89 |
| 20 years | $40.52 | $50.65 | $40.52 | $30.39 | $22.79 | $23.91 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 16 years & under | $14.84 | $17.15 | $15.56 | $14.84 | $19.79 |
| 17 years | $16.20 | $18.72 | $16.99 | $16.20 | $21.60 |
| 18 years | $18.41 | $21.27 | $19.30 | $18.41 | $24.54 |
| 19 years | $20.87 | $24.12 | $21.89 | $20.87 | $27.83 |
| 20 years | $22.79 | $26.34 | $23.91 | $22.79 | $30.39 |

### Vehicle Industry RS&R Apprentices

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $8.94 | $13.41 | $17.88 | $22.35 | $13.41 | $17.88 |
| 2nd year or stage 2 | $11.71 | $17.57 | $23.42 | $29.28 | $17.57 | $23.42 |
| 3rd year or stage 3 | $15.97 | $23.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $28.11 | $37.48 | $46.85 | $28.11 | $37.48 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $17.88 | $22.35 | $17.88 | $17.88 | $13.41 |
| 2nd year or stage 2 | $23.42 | $29.28 | $23.42 | $23.42 | $17.57 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $31.94 | $23.96 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $37.48 | $28.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.55 | $11.62 | $13.41 | $10.73 | $10.06 |
| 2nd year or stage 2 | $13.82 | $15.22 | $17.57 | $14.05 | $13.17 |
| 3rd year or stage 3 | $18.84 | $20.76 | $23.96 | $19.16 | $17.97 |
| 4th year or stage 4 | $22.11 | $24.36 | $28.11 | $22.49 | $21.08 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.65 | $15.98 | $21.30 | $26.63 | $15.98 | $21.30 |
| 2nd year or stage 2 | $12.77 | $19.16 | $25.54 | $31.93 | $19.16 | $25.54 |
| 3rd year or stage 3 | $15.97 | $23.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $28.11 | $37.48 | $46.85 | $28.11 | $37.48 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $21.30 | $26.63 | $21.30 | $21.30 | $15.98 |
| 2nd year or stage 2 | $25.54 | $31.93 | $25.54 | $25.54 | $19.16 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $31.94 | $23.96 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $37.48 | $28.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $12.57 | $13.85 | $15.98 | $12.78 | $11.98 |
| 2nd year or stage 2 | $15.07 | $16.60 | $19.16 | $15.32 | $14.37 |
| 3rd year or stage 3 | $18.84 | $20.76 | $23.96 | $19.16 | $17.97 |
| 4th year or stage 4 | $22.11 | $24.36 | $28.11 | $22.49 | $21.08 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $11.71 | $17.57 | $23.42 | $29.28 | $17.57 | $23.42 |
| 2nd year or stage 2 | $13.84 | $20.76 | $27.68 | $34.60 | $20.76 | $27.68 |
| 3rd year or stage 3 | $15.97 | $23.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $28.11 | $37.48 | $46.85 | $28.11 | $37.48 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $23.42 | $29.28 | $23.42 | $23.42 | $17.57 |
| 2nd year or stage 2 | $27.68 | $34.60 | $27.68 | $27.68 | $20.76 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $31.94 | $23.96 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $37.48 | $28.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $13.82 | $15.22 | $17.57 | $14.05 | $13.17 |
| 2nd year or stage 2 | $16.33 | $17.99 | $20.76 | $16.61 | $15.57 |
| 3rd year or stage 3 | $18.84 | $20.76 | $23.96 | $19.16 | $17.97 |
| 4th year or stage 4 | $22.11 | $24.36 | $28.11 | $22.49 | $21.08 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $613.20 | $16.14 | $24.21 | $32.28 | $40.35 | $24.21 |
| 2nd year or stage 2 | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $28.22 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 | $29.30 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $32.28 | $32.28 | $40.35 | $32.28 | $32.28 | $24.21 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $36.58 | $27.44 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $37.62 | $28.22 |
| 4th year or stage 4 | $39.06 | $39.06 | $48.83 | $39.06 | $39.06 | $29.30 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $19.05 | $20.98 | $24.21 | $19.37 | $18.16 |
| 2nd year or stage 2 | $21.58 | $23.78 | $27.44 | $21.95 | $20.58 |
| 3rd year or stage 3 | $22.20 | $24.45 | $28.22 | $22.57 | $21.16 |
| 4th year or stage 4 | $23.05 | $25.39 | $29.30 | $23.44 | $21.97 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours - not working in a fuel retail establishment** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $647.30 | $17.03 | $25.55 | $34.06 | $42.58 | $25.55 |
| 2nd year or stage 2 | $694.90 | $18.29 | $27.44 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $28.22 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 | $29.30 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - not working in a fuel retail establishment** | **Overtime - Sunday - not working in a fuel retail establishment** | **Overtime - public holiday - not working in a fuel retail establishment** | **Overtime - call-back for breakdowns, accidents & emergency work - working in garage or driver or assistant of tow / repair vehicle - not working in a fuel retail establishment** | **Less than 10 hour break between shifts - not working in a fuel retail establishment** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $34.06 | $34.06 | $42.58 | $34.06 | $34.06 | $25.55 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $36.58 | $27.44 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $37.62 | $28.22 |
| 4th year or stage 4 | $39.06 | $39.06 | $48.83 | $39.06 | $39.06 | $29.30 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Night shift - Monday to Friday - not alternating - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - less than 5 successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with afternoons / nights - 5 or more successive shifts** | **Afternoon or night shift - Monday to Friday - alternating with days only or days & afternoons / nights - 5 or more successive shifts** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $20.10 | $22.14 | $25.55 | $20.44 | $19.16 |
| 2nd year or stage 2 | $21.58 | $23.78 | $27.44 | $21.95 | $20.58 |
| 3rd year or stage 3 | $22.20 | $24.45 | $28.22 | $22.57 | $21.16 |
| 4th year or stage 4 | $23.05 | $25.39 | $29.30 | $23.44 | $21.97 |

### Vehicle Manufacturing Apprentices

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $8.94 | $11.18 | $17.88 | $22.35 | $13.41 | $17.88 |
| 2nd year or stage 2 | $11.71 | $14.64 | $23.42 | $29.28 | $17.57 | $23.42 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $23.43 | $37.48 | $46.85 | $28.11 | $37.48 |

 **Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $17.88 | $22.35 | $17.88 | $13.41 | $10.06 | $10.55 |
| 2nd year or stage 2 | $23.42 | $29.28 | $23.42 | $17.57 | $13.17 | $13.82 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $28.11 | $21.08 | $22.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.06 | $11.62 | $10.55 | $10.06 | $13.41 |
| 2nd year or stage 2 | $13.17 | $15.22 | $13.82 | $13.17 | $17.57 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $21.08 | $24.36 | $22.11 | $21.08 | $28.11 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.65 | $13.31 | $21.30 | $26.63 | $15.98 | $21.30 |
| 2nd year or stage 2 | $12.77 | $15.96 | $25.54 | $31.93 | $19.16 | $25.54 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $23.43 | $37.48 | $46.85 | $28.11 | $37.48 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $21.30 | $26.63 | $21.30 | $15.98 | $11.98 | $12.57 |
| 2nd year or stage 2 | $25.54 | $31.93 | $25.54 | $19.16 | $14.37 | $15.07 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $28.11 | $21.08 | $22.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $11.98 | $13.85 | $12.57 | $11.98 | $15.98 |
| 2nd year or stage 2 | $14.37 | $16.60 | $15.07 | $14.37 | $19.16 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $21.08 | $24.36 | $22.11 | $21.08 | $28.11 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $11.71 | $14.64 | $23.42 | $29.28 | $17.57 | $23.42 |
| 2nd year or stage 2 | $13.84 | $17.30 | $27.68 | $34.60 | $20.76 | $27.68 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $18.74 | $23.43 | $37.48 | $46.85 | $28.11 | $37.48 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $23.42 | $29.28 | $23.42 | $17.57 | $13.17 | $13.82 |
| 2nd year or stage 2 | $27.68 | $34.60 | $27.68 | $20.76 | $15.57 | $16.33 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $37.48 | $46.85 | $37.48 | $28.11 | $21.08 | $22.11 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $13.17 | $15.22 | $13.82 | $13.17 | $17.57 |
| 2nd year or stage 2 | $15.57 | $17.99 | $16.33 | $15.57 | $20.76 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $21.08 | $24.36 | $22.11 | $21.08 | $28.11 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $613.20 | $16.14 | $20.18 | $32.28 | $40.35 | $24.21 |
| 2nd year or stage 2 | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | $742.30 | $19.53 | $24.41 | $39.06 | $48.83 | $29.30 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $32.28 | $32.28 | $40.35 | $32.28 | $24.21 | $18.16 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $27.44 | $20.58 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $28.22 | $21.16 |
| 4th year or stage 4 | $39.06 | $39.06 | $48.83 | $39.06 | $29.30 | $21.97 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $19.05 | $18.16 | $20.98 | $19.05 | $18.16 | $24.21 |
| 2nd year or stage 2 | $21.58 | $20.58 | $23.78 | $21.58 | $20.58 | $27.44 |
| 3rd year or stage 3 | $22.20 | $21.16 | $24.45 | $22.20 | $21.16 | $28.22 |
| 4th year or stage 4 | $23.05 | $21.97 | $25.39 | $23.05 | $21.97 | $29.30 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $647.28 | $17.03 | $21.29 | $34.06 | $42.58 | $25.55 |
| 2nd year or stage 2 | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | $742.30 | $19.53 | $24.41 | $39.06 | $48.83 | $29.30 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $34.06 | $34.06 | $42.58 | $34.06 | $25.55 | $19.16 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $27.44 | $20.58 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $28.22 | $21.16 |
| 4th year or stage 4 | $39.06 | $39.06 | $48.83 | $39.06 | $29.30 | $21.97 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $20.10 | $19.16 | $22.14 | $20.10 | $19.16 | $25.55 |
| 2nd year or stage 2 | $21.58 | $20.58 | $23.78 | $21.58 | $20.58 | $27.44 |
| 3rd year or stage 3 | $22.20 | $21.16 | $24.45 | $22.20 | $21.16 | $28.22 |
| 4th year or stage 4 | $23.05 | $21.97 | $25.39 | $23.05 | $21.97 | $29.30 |

### Vehicle Manufacturing - Higher Engineering Tradesperson Apprentices

Employees under 16 years of age can't work afternoon or night shifts.

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $8.94 | $11.18 | $17.88 | $22.35 | $13.41 | $17.88 |
| 2nd year or stage 2 | $11.71 | $14.64 | $23.42 | $29.28 | $17.57 | $23.42 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $19.91 | $24.89 | $39.82 | $49.78 | $29.87 | $39.82 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $17.88 | $22.35 | $17.88 | $13.41 | $10.06 | $10.55 |
| 2nd year or stage 2 | $23.42 | $29.28 | $23.42 | $17.57 | $13.17 | $13.82 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $39.82 | $49.78 | $39.82 | $29.87 | $22.40 | $23.49 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.06 | $11.62 | $10.55 | $10.06 | $13.41 |
| 2nd year or stage 2 | $13.17 | $15.22 | $13.82 | $13.17 | $17.57 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $22.40 | $25.88 | $23.49 | $22.40 | $29.87 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $10.65 | $13.31 | $21.30 | $26.63 | $15.98 | $21.30 |
| 2nd year or stage 2 | $12.77 | $15.96 | $25.54 | $31.93 | $19.16 | $25.54 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $19.91 | $24.89 | $39.82 | $49.78 | $29.87 | $39.82 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $21.30 | $26.63 | $21.30 | $15.98 | $11.98 | $12.57 |
| 2nd year or stage 2 | $25.54 | $31.93 | $25.54 | $19.16 | $14.37 | $15.07 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $39.82 | $49.78 | $39.82 | $29.87 | $22.40 | $23.49 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $11.98 | $13.85 | $12.57 | $11.98 | $15.98 |
| 2nd year or stage 2 | $14.37 | $16.60 | $15.07 | $14.37 | $19.16 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $22.40 | $25.88 | $23.49 | $22.40 | $29.87 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $11.71 | $14.64 | $23.42 | $29.28 | $17.57 | $23.42 |
| 2nd year or stage 2 | $13.84 | $17.30 | $27.68 | $34.60 | $20.76 | $27.68 |
| 3rd year or stage 3 | $15.97 | $19.96 | $31.94 | $39.93 | $23.96 | $31.94 |
| 4th year or stage 4 | $19.91 | $24.89 | $39.82 | $49.78 | $29.87 | $39.82 |

**Table 2 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $23.42 | $29.28 | $23.42 | $17.57 | $13.17 | $13.82 |
| 2nd year or stage 2 | $27.68 | $34.60 | $27.68 | $20.76 | $15.57 | $16.33 |
| 3rd year or stage 3 | $31.94 | $39.93 | $31.94 | $23.96 | $17.97 | $18.84 |
| 4th year or stage 4 | $39.82 | $49.78 | $39.82 | $29.87 | $22.40 | $23.49 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $13.17 | $15.22 | $13.82 | $13.17 | $17.57 |
| 2nd year or stage 2 | $15.57 | $17.99 | $16.33 | $15.57 | $20.76 |
| 3rd year or stage 3 | $17.97 | $20.76 | $18.84 | $17.97 | $23.96 |
| 4th year or stage 4 | $22.40 | $25.88 | $23.49 | $22.40 | $29.87 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $613.20 | $16.14 | $20.18 | $32.28 | $40.35 | $24.21 |
| 2nd year or stage 2 | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | N/A | $19.91 | $24.89 | $39.82 | $49.78 | $29.87 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $32.28 | $32.28 | $40.35 | $32.28 | $24.21 | $18.16 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $27.44 | $20.58 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $28.22 | $21.16 |
| 4th year or stage 4 | $39.82 | $39.82 | $49.78 | $39.82 | $29.87 | $22.40 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $19.05 | $18.16 | $20.98 | $19.05 | $18.16 | $24.21 |
| 2nd year or stage 2 | $21.58 | $20.58 | $23.78 | $21.58 | $20.58 | $27.44 |
| 3rd year or stage 3 | $22.20 | $21.16 | $24.45 | $22.20 | $21.16 | $28.22 |
| 4th year or stage 4 | $23.49 | $22.40 | $25.88 | $23.49 | $22.40 | $29.87 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $647.28 | $17.03 | $21.29 | $34.06 | $42.58 | $25.55 |
| 2nd year or stage 2 | $694.90 | $18.29 | $22.86 | $36.58 | $45.73 | $27.44 |
| 3rd year or stage 3 | $714.90 | $18.81 | $23.51 | $37.62 | $47.03 | $28.22 |
| 4th year or stage 4 | N/A | $19.91 | $24.89 | $39.82 | $49.78 | $29.87 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $34.06 | $34.06 | $42.58 | $34.06 | $25.55 | $19.16 |
| 2nd year or stage 2 | $36.58 | $36.58 | $45.73 | $36.58 | $27.44 | $20.58 |
| 3rd year or stage 3 | $37.62 | $37.62 | $47.03 | $37.62 | $28.22 | $21.16 |
| 4th year or stage 4 | $39.82 | $39.82 | $49.78 | $39.82 | $29.87 | $22.40 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year or stage 1 | $20.10 | $19.16 | $22.14 | $20.10 | $19.16 | $25.55 |
| 2nd year or stage 2 | $21.58 | $20.58 | $23.78 | $21.58 | $20.58 | $27.44 |
| 3rd year or stage 3 | $22.20 | $21.16 | $24.45 | $22.20 | $21.16 | $28.22 |
| 4th year or stage 4 | $23.49 | $22.40 | $25.88 | $23.49 | $22.40 | $29.87 |

### Trainee - Drafting, planning & technical - Full-time & part-time

Employees under 18 years of age can't work unsupervised between 7.00pm and 9.00pm. They can't work between 9.00pm and 6.30am.

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - shiftworkers** | **Sunday**  | **Public holiday** | **Overtime - Monday to Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 17 years | $438.06 | $11.53 | $14.41 | $23.06 | $28.83 | $17.30 |
| 18 years | $522.33 | $13.75 | $17.19 | $27.50 | $34.38 | $20.63 |
| 19 years | $631.64 | $16.62 | $20.78 | $33.24 | $41.55 | $24.93 |
| 20 years | $740.95 | $19.50 | $24.38 | $39.00 | $48.75 | $29.25 |

**Table 2 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** | **Less than 10 hour break between shifts** | **Delayed meal break / working through a meal break - non-maintenance work - not continuous shiftworkers** | **Afternoon or night shift - Monday to Friday - continuous shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| 17 years | $23.06 | $23.06 | $28.83 | $23.06 | $17.30 | $12.97 |
| 18 years | $27.50 | $27.50 | $34.38 | $27.50 | $20.63 | $15.47 |
| 19 years | $33.24 | $33.24 | $41.55 | $33.24 | $24.93 | $18.70 |
| 20 years | $39.00 | $39.00 | $48.75 | $39.00 | $29.25 | $21.94 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - not alternating or alternating with nights only - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & nights - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - not alternating - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with afternoons only - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - Monday to Friday - non-continuous shiftworker - alternating with days only or days & afternoons - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - Monday to Friday - non-continuous shiftworker - less than 5 successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- |
| 17 years | $13.61 | $12.97 | $14.99 | $13.61 | $12.97 | $17.30 |
| 18 years | $16.23 | $15.47 | $17.88 | $16.23 | $15.47 | $20.63 |
| 19 years | $19.61 | $18.70 | $21.61 | $19.61 | $18.70 | $24.93 |
| 20 years | $23.01 | $21.94 | $25.35 | $23.01 | $21.94 | $29.25 |

## Allowances

The allowances below (except the Goggles reimbursement) do not apply to Vehicle manufacturing - Trainer/supervisor/co-ordinator classifications.

| **Allowances** | **Rate** |
| --- | --- |
| Application of technical computing allowance - drafting, planning & technical employees | $1.10 per hour up to a maximum of $41.83 per week |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Boiler house allowance | $1.23 per hour |
| Change in permanent locality - expenses reimbursement - vehicle manufacturing and drafting, planning & technical employees | reimbursement of expenses for up to 3 months, including $12.57 for each meal taken whilst travelling. Expenses will only be paid until a permanent residence or abode has been found at the new location. |
| Change in locality - travel time allowance - sleeping berth provided - Monday to Saturday - vehicle manufacturing and drafting, planning & technical employees | payment at the minimum hourly rate when travelling up to a maximum of 8 hours out of any period of 24 hours |
| Change in locality - travel time allowance - sleeping berth not provided - Monday to Saturday - vehicle manufacturing and drafting, planning & technical employees | payment at the minimum hourly rate when travelling up to a maximum of 12 hours out of any period of 24 hours |
| Change in locality - travel time allowance - sleeping berth provided - Sunday and public holiday - vehicle manufacturing and drafting, planning & technical employees | payment at the minimum hourly rate + 50% when travelling up to a maximum of 8 hours out of any period of 24 hours |
| Change in locality - travel time allowance - sleeping berth not provided - Sunday and public holiday - vehicle manufacturing and drafting, planning & technical employees | payment at the minimum hourly rate + 50% when travelling up to a maximum of 12 hours out of any period of 24 hours |
| Change in permanent locality - expenses reimbursement - vehicle industry RS&R employees | reimbursement of expenses for up to 3 months. Expenses will only be paid until a permanent residence or alternative accommodation has been found at the new location |
| Change in locality - travel time allowance | travelling time whilst necessarily travelling between localities |
| Confined spaces allowance | $0.79 per hour |
| Damage to clothing and tools reimbursement - employee's own tools and clothing | reimbursement for the cost of replacing tools and work clothing |
| Dirty work allowance | $0.61 per hour, with a minimum payment on any day or shift of $2.38 |
| Distant work - fares reimbursement - drafting, planning & technical employees | reimbursement for a return fare to the usual place of residence after 4 weeks on distant work |
| Distant work - air travel meal allowance - drafting, planning & technical employees | $11.48 for each meal period that occurs during the duration of the travel |
| Driver of an articulated vehicle allowance - 11 tonnes or more - vehicle industry RS&R employees | $0.04 per additional tonne over 10 tonnes per hour and up to a maximum of $1.46 per tonne per week |
| Driver of commercial vehicles allowance - 9 tonnes or more - vehicle industry RS&R employees | $0.04 per additional tonne over 8 tonnes per hour and up to a maximum of $1.54 per tonne per week |
| Driver of a vehicle drawing an empty trailer allowance - vehicle industry RS&R employees | $0.26 per hour up to a maximum of $1.99 per day |
| Driver of a vehicle drawing a loaded trailer allowance - vehicle industry RS&R employees | $0.47 per hour up to a maximum of $3.60 per day |
| Driver of a tow truck allowance - vehicle industry RS&R employees | $0.54 per hour up to a maximum of $20.39 per week |
| Driver handling money allowance - not vehicle salespersons - up to $20 | $0.04 per hour up to a maximum of $1.64 per week |
| Driver handling money allowance - not vehicle salespersons - over $20 but not exceeding $200 | $0.08 per hour up to a maximum of $2.99 per week |
| Driver handling money allowance - not vehicle salespersons - over $200 but not exceeding $600 | $0.15 per hour up to a maximum of $5.67 per week |
| Driver handling money allowance - not vehicle salespersons - over $600 but not exceeding $1000 | $0.19 per hour up to a maximum of $7.19 per week |
| Driver handling money allowance - not vehicle salespersons - over $1000 | $0.27 per hour up to a maximum of $10.17 per week |
| Driver or assistant driver of vehicle handling garbage | $0.61 per hour |
| Electric generators or dynamos allowance - more than 10 kilowatts | $0.85 per hour up to a maximum of $32.44 per week |
| First aid allowance | $0.43 per hour up to a maximum of $16.18 per week |
| Fork-lifts and cranes allowance | $2.35 per day |
| Foundry allowance | $0.48 per hour |
| Glass or slag wool allowance | $0.79 per hour |
| Gloves reimbursement | reimbursement for the cost of purchasing suitable canvas or leather gloves |
| Goggles reimbursement | reimbursement for the cost of purchasing goggles |
| Height work allowance (15 metres or above) - not riggers or splicers | $0.47 per hour |
| Hot places allowance - between 46 and 54 degrees | $0.61 per hour |
| Hot places allowance - more than 54 degrees | $0.79 per hour |
| Inspector's allowance | $33.01 in excess of the wage payable to the employee whose work an inspector is required to inspect |
| Large structural alterations allowance - carpenters | $0.27 per hour |
| Large tyre fitting off-site allowance | $0.90 for each day so employed |
| Leading hand - in charge of 3-10 employees | $0.92 per hour up to a maximum of $35.11 per week |
| Leading hand - in charge of 11-20 employees  | $1.39 per hour up to a maximum of $52.92 per week |
| Leading hand - in charge of more than 20 employees | $1.77 per hour up to a maximum of $67.24 per week |
| Livestock transport vehicle allowance - working on underside of uncleaned livestock transport vehicle | $0.61 per hour |
| Meal allowance - overtime - not vehicle salespersons | $13.62 per meal |
| Meal allowance - overnight travel | $13.62 per meal |
| Meal allowance - transfer to other location - vehicle manufacturing and drafting, planning & technical employees | $12.57 for a meal |
| Meal allowance - on duty at show in evening or public holiday or work at showroom or car yard after 6pm - vehicle salespersons | $16.16 for a meal |
| Protective clothing reimbursement | reimbursement for the cost of purchasing protective clothing such as boots, rubber aprons and rubber boots |
| Protective clothing reimbursement for abnormal conditions - drafting, planning & technical employees | reimbursement of the cost of purchasing the special clothing |
| Protective equipment reimbursement - welding operations | reimbursement for the cost of purchasing protective equipment |
| Slicking with carbon black and hand spraying tyres allowance | $0.91 per day |
| Tool allowance - carpenter | $0.41 per hour up to a maximum of $15.65 per week |
| Tool allowance - tradesperson - vehicle industry RS&R employees | $0.31 per hour up to a maximum of $11.84 per week |
| Tool allowance - tradesperson - vehicle manufacturing employees | $0.40 per hour up to a maximum of $15.31 per week |
| Tool allowance - apprentice 1st year - vehicle industry RS&R employees | $0.13 per hour up to a maximum of $5.03 per week |
| Tool allowance - apprentice 2nd year - vehicle industry RS&R employees | $0.17 per hour up to a maximum of $6.48 per week |
| Tool allowance - apprentice 3rd year - vehicle industry RS&R employees | $0.24 per hour up to a maximum of $8.94 per week |
| Tool allowance - apprentice 4th year - vehicle industry RS&R employees | $0.27 per hour up to a maximum of $10.38 per week |
| Tool allowance - apprentice 1st year - vehicle manufacturing employees | $0.17 per hour up to a maximum of $6.48 per week |
| Tool allowance - apprentice 2nd year - vehicle manufacturing employees | $0.22 per hour up to a maximum of $8.38 per week |
| Tool allowance - apprentice 3rd year - vehicle manufacturing employees | $0.30 per hour up to a maximum of $11.51 per week |
| Tool allowance - apprentice 4th year - vehicle manufacturing employees | $0.36 per hour up to a maximum of $13.52 per week |
| Tool reimbursement - tools not provided | reimbursement for the cost of purchasing such tools |
| Travel time allowance for transport to / from home - after or before overtime or shiftwork | payment at the minimum hourly rate for time reasonably occupied travelling to and from home |
| Travel expenses reimbursement - employee pays overnight stay accommodation expenses | reimbursement of a reasonable amount to cover the costs of board and lodging |
| Travel expenses reimbursement - employee pays overnight stay travel and meal expenses | reimbursement for all reasonable fares and expenses incurred whilst travelling including $13.62 for each meal |
| Travel expenses reimbursement - overnight stay - vehicle salespersons | reimbursement of expenses reasonably incurred in performing duties associated with the role |
| Uniform reimbursement - not supplied and cleaned by employer | reimbursement for the cost of purchasing and cleaning the uniform |
| Vehicle allowance | $0.78 per km |
| Vehicle allowance - up to and including 20hp - vehicle salespersons | $173.51 per week and $0.20 per km |
| Vehicle allowance - over 20hp - vehicle salespersons | $192.81 per week and $0.23 per km |
| Vehicle allowance - casual use - vehicle salespersons | reimbursement at the rate of at least $0.78 per km |
| Wet places - saturated clothing and/or boots - no protective clothing / boots provided | $0.55 per hour whilst working in a wet place and when required to continue working in wet clothing or boots |
| Working away from usual workplace - employee uses own vehicle - excess fares allowance - vehicle manufacturing and drafting, planning & technical employees | reimbursement of fares incurred in excess of fares usually incurred travelling to and from the usual workplace |
| Working away from usual workplace - travelling time allowance - vehicle manufacturing and drafting, planning & technical employees | travelling time for all time spent travelling to and from the job in excess of the time normally spent travelling to and from the usual workplace |
| Working away from usual workplace - excess fares reimbursement - employee uses own vehicle - not vehicle salespersons | reimbursement for the amount of excess fares which would have been incurred using public transport unless there is an arrangement for a regular allowance |
| Working away from usual workplace - travel time allowance - Monday to Friday - not travelling overnight - not vehicle salespersons | payment at the minimum hourly rate per hour for extra time spent when travelling |
| Working away from usual workplace - travel time allowance - Monday to Friday - travelling overnight - sleeping berth not provided - not vehicle salespersons | payment at the minimum hourly rate for extra time spent when travelling up to a maximum 12 hours out of any 24 hour period |
| Working away from usual workplace - travel time allowance - Monday to Friday - travelling overnight - sleeping berth provided - not vehicle salespersons | payment at the minimum hourly rate for extra time spent when travelling up to a maximum 8 hours out of any 24 hour period |
| Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - not travelling overnight - not vehicle salespersons | payment at the minimum hourly rate + 50% per hour for extra time spent when travelling |
| Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - travelling overnight - sleeping berth not provided - not vehicle salespersons | payment at the minimum hourly rate + 50% per hour of extra time spent when travelling up to a maximum 12 hours out of any 24 hour period |
| Working away from usual workplace - travel time allowance - Saturday, Sunday and public holidays - travelling overnight - sleeping berth provided - not vehicle salespersons | payment at the minimum hourly rate + 50% per hour of extra time spent when travelling up to a maximum 8 hours out of any 24 hour period |

## 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.