



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24

(C2024/1)

VEHICLE REPAIR, SERVICES AND RETAIL AWARD 2020

[MA000089]

Vehicle industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.2 and inserting the following:

Employee classification	Wage group level	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Vehicle RS&R industry employee—Level 1	R1	891.50	23.46
Vehicle RS&R industry employee—Level 2	R2	915.90	24.10
Vehicle RS&R industry employee—Level 3	R3	949.20	24.98
Vehicle RS&R industry employee—Level 4	R4	980.40	25.80

Employee classification	Wage group level	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Vehicle RS&R industry employee—Level 5	R5	1003.80	26.42
Vehicle RS&R industry employee—tradesperson or equivalent Level I	R6	1032.30	27.17
Vehicle RS&R industry employee—tradesperson or equivalent Level II	R7	1129.40	29.72

2. By deleting the table appearing in clause 16.3 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Driver—forklift:		
Lifting capacity up to 4500kg Driver—forklift	980.30	25.80
Lifting capacity in excess of 4500kg Driver—forklift	980.30	25.80
Driver—mobile crane:		
Lifting capacity up to 10 tonnes Driver—mobile crane	980.30	25.80
Lifting capacity in excess of 10 tonnes Driver—mobile crane	980.30	25.80
Driver—commercial vehicle used in the course of the employer’s business:		
Makers capacity of 3 tonnes or less Driver—commercial vehicle used in the course of the employer’s business	980.30	25.80
Makers capacity of over 3 tonnes but under 8 tonnes Driver—commercial vehicle used in the course of the employer’s business	980.30	25.80

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Driver—articulated vehicle:		
Makers capacity up to and including 10 tonnes Driver—articulated vehicle	1017.20	26.77
Driver—tow truck:		
Class 1 Driver—tow truck	980.30	25.80
Class 2 and 3 Driver—tow truck	980.30	25.80
Class 4 Driver—tow truck	1032.30	27.17

3. By deleting the amount “\$1.89” appearing in clause 16.4(a)(i) and inserting “\$1.96”.
4. By deleting the amount “\$2.45” appearing in clause 16.4(a)(ii) and inserting “\$2.54”.
5. By deleting the amount “\$4.43” appearing in clause 16.4(a)(iii) and inserting “\$4.60”.
6. By deleting the amount “\$1.79” appearing in clause 16.4(b) and inserting “\$1.86”.
7. By deleting the amount “\$25.07” appearing in clause 16.4(c) and inserting “\$26.01”.
8. By deleting the table appearing in clause 16.6(a) and inserting the following:

Age	% of Level 1 rate	\$ per week (full-time employee)	\$ per hour
Under 17 years	47.5	423.46	11.14
17 years	50.0	445.75	11.73
18 years	62.5	557.19	14.66
19 years	75.0	668.63	17.60
20 years	87.5	780.06	20.53

9. By deleting the table appearing in clause 16.6(c) and inserting the following:

Age	% of Level 4 rate	\$ per week (full-time employee)	\$ per hour
Under 17 years	47.5	465.69	12.26
17 years	50.0	490.20	12.90

Age	% of Level 4 rate	\$ per week (full-time employee)	\$ per hour
18 years	62.5	612.75	16.13
19 years	75.0	735.30	19.35
20 years	87.5	857.85	22.58

10. By deleting the table appearing in clause 16.9(b) and inserting the following:

Year of apprenticeship	Has not completed year 12 (% of Level R6 rate)	Weekly minimum rate of pay	Has completed year 12 (% of Level R6 rate)	Weekly minimum rate of pay
		\$		\$
Stage 1 or 1st year	50%	516.15	55%	567.77
Stage 2 or 2nd year	60%	619.38	65%	671.00
Stage 3 or 3rd year	75%	774.23	75%	774.23
Stage 4 or 4th year	88%	908.42	88%	908.42

11. By deleting the table appearing in clause 16.10(b) and inserting the following:

Year of apprenticeship	Award reference	Weekly rate
		\$
Stage 1 or 1st year	80% of Vehicle industry RS&R employee—tradesperson or equivalent—Level R6	825.84
Stage 2 or 2nd year	Vehicle industry RS&R employee—Level 1	891.50
Stage 3 or 3rd year	Vehicle industry RS&R employee—Level 2	915.90
Stage 4 or 4th year	Vehicle industry RS&R employee—Level 3	949.20
Thereafter	Vehicle industry RS&R employee—tradesperson or equivalent—Level R6	1032.30

12. By deleting the year “2023” in clause 16.13(b) and inserting “2024”.

13. By deleting the table appearing in clause 18.2 and inserting the following:

In charge of	\$ per week
Not less than 3 and not more than 10 employees	44.80
More than 10 and not more than 20 employees	67.51
More than 20 employees	85.78

14. By deleting the amount “\$19.90” appearing in clause 18.3 and inserting “\$20.65”.

15. By deleting the table appearing in clause 18.4(b) and inserting the following:

Amount handled	\$ per week
Up to \$20	2.09
Over \$20 but not exceeding \$200	3.82
Over \$200 but not exceeding \$600	7.24
Over \$600 but not exceeding \$1000	9.18
Over \$1000	12.98

16. By deleting the amount “\$0.97” appearing in clause 18.5(a) and inserting “\$1.00”.

17. By deleting the amount “\$0.75” appearing in clause 18.6(a) and inserting “\$0.78”.

18. By deleting the amount “\$2.93” wherever it appears in clause 18.6(b) and inserting “\$3.04”.

19. By deleting the amount “\$0.75” appearing in clause 18.7(a)(i) and inserting “\$0.78”.

20. By deleting the amount “\$0.97” appearing in clause 18.7(a)(ii) and inserting “\$1.00”.

21. By deleting the amount “\$0.67” appearing in clause 18.8(a) and inserting “\$0.70”.

22. By deleting the amount “\$0.97” appearing in clause 18.9 and inserting “\$1.00”.

23. By deleting the amount “\$0.75” appearing in clause 18.10 and inserting “\$0.78”.

24. By deleting the amount “\$0.75” appearing in clause 18.11 and inserting “\$0.78”.

25. By deleting the amount “\$1.12” appearing in clause 18.12 and inserting “\$1.17”.

26. By deleting the amount “\$1.11” appearing in clause 18.13 and inserting “\$1.15”.

27. By deleting the amount “\$2.89” appearing in clause 18.14 and inserting “\$2.99”.

28. By deleting the table appearing in clause 27.3(a) and inserting the following:

	Monday to Friday		Saturdays, Sundays and public holidays		Overtime—additional payment ¹	
	% of relevant rate	\$	% of relevant rate	\$	% of relevant rate	\$
Duties of a driveway attendant	131.75% R1	30.91	171.87% R1	40.32	73.40% R1	17.22
Duties of a roadhouse attendant required to cook takeaway foods	131.75% R2	31.76	171.87% R2	41.43	73.40% R2	17.69
Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals	131.75% R4	33.99	171.87% R4	44.34	73.40% R4	18.94

29. By deleting the table appearing in clause 27.3(b)(i) and inserting the following:

	19 years	18 years	17 years	Under 17 years
Percentage of adult casual rate	75%	62.5%	50%	47.5%
	\$	\$	\$	\$
Monday to Friday	23.18	19.32	15.46	14.68
Saturdays, Sundays and public holidays	30.24	25.20	20.16	19.15
Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition	12.92	10.76	8.61	8.18

30. By deleting the table appearing in clause 27.3(b)(ii) and inserting the following:

	19 years	18 years	17 years	Under 17 years
Percentage of adult casual rate	75%	62.5%	50%	47.5%
	\$	\$	\$	\$
Monday to Friday	23.82	19.85	15.88	15.09
Saturdays, Sundays and public holidays	31.07	25.89	20.72	19.68
Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition	13.27	11.06	8.85	8.40

31. By deleting the table appearing in clause 27.3(b)(iii) and inserting the following:

	19 years	18 years	17 years	Under 17 years
Percentage of adult casual rate	75%	62.5%	50%	47.5%
	\$	\$	\$	\$
Monday to Friday	25.49	21.24	17.00	16.15
Saturdays, Sundays and public holidays	33.26	27.71	22.17	21.06
Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition	14.21	11.84	9.47	9.00

32. By deleting the amount “\$199.00” appearing in clause 28.3(c)(i) and inserting “\$206.46”.

33. By deleting the amount “\$99.50” appearing in clause 28.3(c)(ii) and inserting “\$103.23”.

34. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Monday to Friday	Saturday	Sunday	Public holidays
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Vehicle RS&R industry employee—Level 1	23.46	35.19	46.92	58.65
Vehicle RS&R industry employee—Level 2	24.10	36.15	48.20	60.25
Vehicle RS&R industry employee—Level 3	24.98	37.47	49.96	62.45
Vehicle RS&R industry employee—Level 4	25.80	38.70	51.60	64.50
Vehicle RS&R industry employee—Level 5	26.42	39.63	52.84	66.05
Vehicle RS&R industry employee—tradesperson or equivalent Level I	27.17	40.76	54.34	67.93
Vehicle RS&R industry employee—tradesperson or equivalent Level II	29.72	44.58	59.44	74.30
Driver—forklift:				
Lifting capacity up to 4500kg	25.80	38.70	51.60	64.50
Lifting capacity in excess of 4500kg	25.80	38.70	51.60	64.50
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	25.80	38.70	51.60	64.50
Lifting capacity in excess of 10 tonnes	25.80	38.70	51.60	64.50
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	25.80	38.70	51.60	64.50
Makers capacity of over 3 tonnes but under 8 tonnes	25.80	38.70	51.60	64.50

Employee classification	Monday to Friday	Saturday	Sunday	Public holidays
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Driver—articulated vehicle:				
Makers capacity up to and including 10 tonnes	26.77	40.16	53.54	66.93
Driver—tow truck:				
Class 1	25.80	38.70	51.60	64.50
Class 2 and 3	25.80	38.70	51.60	64.50
Class 4	27.17	40.76	54.34	67.93

35. By deleting the table appearing in clause B.1.2 and inserting the following:

Employee classification	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of minimum hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Vehicle RS&R industry employee—Level 1	27.68	30.50	28.15	26.39	35.19
Vehicle RS&R industry employee—Level 2	28.44	31.33	28.92	27.11	36.15
Vehicle RS&R industry employee—Level 3	29.48	32.47	29.98	28.10	37.47
Vehicle RS&R industry employee—Level 4	30.44	33.54	30.96	29.03	38.70

Employee classification	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of minimum hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Vehicle RS&R industry employee— Level 5	31.18	34.35	31.70	29.72	39.63
Vehicle RS&R industry employee— tradesperson or equivalent Level I	32.06	35.32	32.60	30.57	40.76
Vehicle RS&R industry employee— tradesperson or equivalent Level II	35.07	38.64	35.66	33.44	44.58
Driver— forklift:					
Lifting capacity up to 4500kg	30.44	33.54	30.96	29.03	38.70
Lifting capacity in excess of 4500kg	30.44	33.54	30.96	29.03	38.70
Driver— mobile crane:					
Lifting capacity up to 10 tonnes	30.44	33.54	30.96	29.03	38.70
Lifting capacity in excess of 10 tonnes	30.44	33.54	30.96	29.03	38.70

Employee classification	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of minimum hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Driver—commercial vehicle used in the course of the employer’s business:					
Makers capacity of 3 tonnes or less	30.44	33.54	30.96	29.03	38.70
Makers capacity of over 3 tonnes but under 8 tonnes	30.44	33.54	30.96	29.03	38.70
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	31.59	34.80	32.12	30.12	40.16
Driver—tow truck:					
Class 1	30.44	33.54	30.96	29.03	38.70
Class 2 and 3	30.44	33.54	30.96	29.03	38.70
Class 4	32.06	35.32	32.60	30.57	40.76

36. By deleting the table appearing in clause B.1.3 and inserting the following:

Employee classification	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Vehicle RS&R industry employee—Level 1	35.19	46.92	46.92	58.65
Vehicle RS&R industry employee—Level 2	36.15	48.20	48.20	60.25
Vehicle RS&R industry employee—Level 3	37.47	49.96	49.96	62.45
Vehicle RS&R industry employee—Level 4	38.70	51.60	51.60	64.50
Vehicle RS&R industry employee—Level 5	39.63	52.84	52.84	66.05
Vehicle RS&R industry employee—tradesperson or equivalent Level I	40.76	54.34	54.34	67.93
Vehicle RS&R industry employee—tradesperson or equivalent Level II	44.58	59.44	59.44	74.30
Driver—forklift:				
Lifting capacity up to 4500kg	38.70	51.60	51.60	64.50
Lifting capacity in excess of 4500kg	38.70	51.60	51.60	64.50
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	38.70	51.60	51.60	64.50
Lifting capacity in excess of 10 tonnes	38.70	51.60	51.60	64.50

Employee classification	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	38.70	51.60	51.60	64.50
Makers capacity of over 3 tonnes but under 8 tonnes	38.70	51.60	51.60	64.50
Driver—articulated vehicle:				
Makers capacity up to and including 10 tonnes	40.16	53.54	53.54	66.93
Driver—tow truck:				
Class 1	38.70	51.60	51.60	64.50
Class 2 and 3	38.70	51.60	51.60	64.50
Class 4	40.76	54.34	54.34	67.93

37. By deleting the table appearing in clause B.1.4(a) and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays
	% of junior hourly rate (Level 1)			
	100%	150%	200%	250%
	\$	\$	\$	\$
Under 17 years	11.14	16.71	22.28	27.85
17 years	11.73	17.60	23.46	29.33
18 years	14.66	21.99	29.32	36.65
19 years	17.60	26.40	35.20	44.00
20 years	20.53	30.80	41.06	51.33

38. By deleting the table appearing in clause B.1.4(b) and inserting the following:

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (Level 1)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Under 17 years	13.15	14.48	13.37	12.53	16.71
17 years	13.84	15.25	14.08	13.20	17.60
18 years	17.30	19.06	17.59	16.49	21.99
19 years	20.77	22.88	21.12	19.80	26.40
20 years	24.23	26.69	24.64	23.10	30.80

39. By deleting the table appearing in clause B.1.4(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 1)			
	150%	200%	200%	250%
	\$	\$	\$	\$
Under 17 years	16.71	22.28	22.28	27.85
17 years	17.60	23.46	23.46	29.33
18 years	21.99	29.32	29.32	36.65
19 years	26.40	35.20	35.20	44.00
20 years	30.80	41.06	41.06	51.33

40. By deleting the table appearing in clause B.1.5(a) and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays
	% of junior hourly rate (Level 4)			
	100%	150%	200%	250%
	\$	\$	\$	\$
Under 17 years	12.26	18.39	24.52	30.65
17 years	12.90	19.35	25.80	32.25
18 years	16.13	24.20	32.26	40.33
19 years	19.35	29.03	38.70	48.38
20 years	22.58	33.87	45.16	56.45

41. By deleting the table appearing in clause B.1.5(b) and inserting the following:

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (Level 4)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Under 17 years	14.47	15.94	14.71	13.79	18.39
17 years	15.22	16.77	15.48	14.51	19.35
18 years	19.03	20.97	19.36	18.15	24.20
19 years	22.83	25.16	23.22	21.77	29.03
20 years	26.64	29.35	27.10	25.40	33.87

42. By deleting the table appearing in clause B.1.5(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 4)			
	150%	200%	200%	250%
	\$	\$	\$	\$
Under 17 years	18.39	24.52	24.52	30.65
17 years	19.35	25.80	25.80	32.25
18 years	24.20	32.26	32.26	40.33
19 years	29.03	38.70	38.70	48.38
20 years	33.87	45.16	45.16	56.45

43. By deleting the table appearing in clause B.1.6(a) and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays
	% of junior hourly rate (drivers)			
	100%	150%	200%	250%
	\$	\$	\$	\$
Drivers of commercial vehicles under 8 tonnes and tow trucks – classes 1, 2 & 3				
Under 19 years	18.06	27.09	36.12	45.15
19 years	20.64	30.96	41.28	51.60
Drivers of tow trucks – class 4				
Under 19 years	19.02	28.53	38.04	47.55
19 years	21.73	32.60	43.46	54.33

44. By deleting the table appearing in clause B.1.6(b) and inserting the following:

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (drivers)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Drivers of commercial vehicles under 8 tonnes and tow trucks – classes 1, 2 & 3					
Under 19 years	21.31	23.48	21.67	20.32	27.09
19 years	24.36	26.83	24.77	23.22	30.96
Drivers of tow trucks – class 4					
Under 19 years	22.44	24.73	22.82	21.40	28.53
19 years	25.64	28.25	26.08	24.45	32.60

45. By deleting the table appearing in clause B.1.6(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (drivers)			
	150%	200%	200%	250%
	\$	\$	\$	\$
Drivers of commercial vehicles under 8 tonnes and tow trucks – classes 1, 2 & 3				
Under 19 years	27.09	36.12	36.12	45.15
19 years	30.96	41.28	41.28	51.60

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (drivers)			
	150%	200%	200%	250%
	\$	\$	\$	\$
Drivers of tow trucks – class 4				
Under 19 years	28.53	38.04	38.04	47.55
19 years	32.60	43.46	43.46	54.33

46. By deleting the table appearing in clause B.2.1 and inserting the following:

Employee classification	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of minimum hourly rate				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Vehicle RS&R industry employee—Level 1	29.33	35.19	41.06	52.79	64.52
Vehicle RS&R industry employee—Level 2	30.13	36.15	42.18	54.23	66.28
Vehicle RS&R industry employee—Level 3	31.23	37.47	43.72	56.21	68.70
Vehicle RS&R industry employee—Level 4	32.25	38.70	45.15	58.05	70.95
Vehicle RS&R industry employee—Level 5	33.03	39.63	46.24	59.45	72.66
Vehicle RS&R industry employee—tradesperson or equivalent Level I	33.96	40.76	47.55	61.13	74.72
Vehicle RS&R industry employee—tradesperson or equivalent Level II	37.15	44.58	52.01	66.87	81.73
Driver—forklift:					
Lifting capacity up to 4500kg	32.25	38.70	45.15	58.05	70.95
Lifting capacity in excess of 4500kg	32.25	38.70	45.15	58.05	70.95

Employee classification	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of minimum hourly rate				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Driver—mobile crane:					
Lifting capacity up to 10 tonnes	32.25	38.70	45.15	58.05	70.95
Lifting capacity in excess of 10 tonnes	32.25	38.70	45.15	58.05	70.95
Driver—commercial vehicle used in the course of the employer’s business:					
Makers capacity of 3 tonnes or less	32.25	38.70	45.15	58.05	70.95
Makers capacity of over 3 tonnes but under 8 tonnes	32.25	38.70	45.15	58.05	70.95
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	33.46	40.16	46.85	60.23	73.62
Driver—tow truck:					
Class 1	32.25	38.70	45.15	58.05	70.95
Class 2 and 3	32.25	38.70	45.15	58.05	70.95
Class 4	33.96	40.76	47.55	61.13	74.72

47. By deleting the table appearing in clause B.2.2(a) and inserting the following:

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (Level 1)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Under 17 years	13.93	16.71	19.50	25.07	30.64
17 years	14.66	17.60	20.53	26.39	32.26
18 years	18.33	21.99	25.66	32.99	40.32

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (Level 1)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
19 years	22.00	26.40	30.80	39.60	48.40
20 years	25.66	30.80	35.93	46.19	56.46

48. By deleting the table appearing in clause B.2.3(a) and inserting the following:

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (Level 4)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Under 17 years	15.33	18.39	21.46	27.59	33.72
17 years	16.13	19.35	22.58	29.03	35.48
18 years	20.16	24.20	28.23	36.29	44.36
19 years	24.19	29.03	33.86	43.54	53.21
20 years	28.23	33.87	39.52	50.81	62.10

49. By deleting the table appearing in clause B.2.4(a) and inserting the following:

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (drivers)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Drivers of commercial vehicles under 8 tonnes and tow trucks – classes 1, 2 & 3					
Under 19 years	22.58	27.09	31.61	40.64	49.67
19 years	25.80	30.96	36.12	46.44	56.76

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (drivers)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
Drivers of tow trucks – class 4					
Under 19 years	23.78	28.53	33.29	42.80	52.31
19 years	27.16	32.60	38.03	48.89	59.76

50. By deleting the table appearing in clause B.3.1 and inserting the following:

Classification	Monday to Friday, Saturday before midday	Saturday after midday	Sunday	Public holidays
	100%	150%	150%	200%
	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	23.46	35.19	35.19	46.92
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	24.10	36.15	36.15	48.20
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	25.80	38.70	38.70	51.60

51. By deleting the table appearing in clause B.3.2 and inserting the following:

Employee classification	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of minimum hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	27.68	30.50	28.15	26.39	35.19
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	28.44	31.33	28.92	27.11	36.15
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	30.44	33.54	30.96	29.03	38.70

52. By deleting the table appearing in clause B.3.3 and inserting the following:

Employee classification	Monday to Saturday		Sundays	Public holidays
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	35.19	46.92	46.92	46.92
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	36.15	48.20	48.20	48.20
RS&R Level 4 Roadhouse attendant (engaged primarily to cook	38.70	51.60	51.60	51.60

Employee classification	Monday to Saturday		Sundays	Public holidays
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
other than takeaway) Driveway attendant operating a console Console operator				

53. By deleting the table appearing in clause B.3.4(a) and inserting the following:

Age	Monday to Friday, Saturday before midday	Saturday after midday	Sunday	Public holidays
	% of junior hourly rate (Level 1)			
	100%	150%	150%	200%
	\$	\$	\$	\$
Under 17 years	11.14	16.71	16.71	22.28
17 years	11.73	17.60	17.60	23.46
18 years	14.66	21.99	21.99	29.32
19 years	17.60	26.40	26.40	35.20
20 years	20.53	30.80	30.80	41.06

54. By deleting the table appearing in clause B.3.4(b) and inserting the following:

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (Level 1)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Under 17 years	13.15	14.48	13.37	12.53	16.71
17 years	13.84	15.25	14.08	13.20	17.60

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (Level 1)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
18 years	17.30	19.06	17.59	16.49	21.99
19 years	20.77	22.88	21.12	19.80	26.40
20 years	24.23	26.69	24.64	23.10	30.80

55. By deleting the table appearing in clause B.3.4(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 1)			
	150%	200%	200%	200%
	\$	\$	\$	\$
Under 17 years	16.71	22.28	22.28	22.28
17 years	17.60	23.46	23.46	23.46
18 years	21.99	29.32	29.32	29.32
19 years	26.40	35.20	35.20	35.20
20 years	30.80	41.06	41.06	41.06

56. By deleting the table appearing in clause B.3.5(a) and inserting the following:

Age	Monday to Friday, Saturday before midday	Saturday after midday	Sunday	Public holidays
	% of junior hourly rate (Level 4)			
	100%	150%	150%	200%
	\$	\$	\$	\$
Under 17 years	12.26	18.39	18.39	24.52
17 years	12.90	19.35	19.35	25.80

Age	Monday to Friday, Saturday before midday	Saturday after midday	Sunday	Public holidays
	% of junior hourly rate (Level 4)			
	100%	150%	150%	200%
	\$	\$	\$	\$
18 years	16.13	24.20	24.20	32.26
19 years	19.35	29.03	29.03	38.70
20 years	22.58	33.87	33.87	45.16

57. By deleting the table appearing in clause B.3.5(b) and inserting the following:

Age	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior hourly rate (Level 4)				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Under 17 years	14.47	15.94	14.71	13.79	18.39
17 years	15.22	16.77	15.48	14.51	19.35
18 years	19.03	20.97	19.36	18.15	24.20
19 years	22.83	25.16	23.22	21.77	29.03
20 years	26.64	29.35	27.10	25.40	33.87

58. By deleting the table appearing in clause B.3.5(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 4)			
	150%	200%	200%	200%
	\$	\$	\$	\$
Under 17 years	18.39	24.52	24.52	24.52

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 4)			
	150%	200%	200%	200%
	\$	\$	\$	\$
17 years	19.35	25.80	25.80	25.80
18 years	24.20	32.26	32.26	32.26
19 years	29.03	38.70	38.70	38.70
20 years	33.87	45.16	45.16	45.16

59. By deleting the table appearing in clause B.4.1 and inserting the following:

	20 years & over	19 years	18 years	17 years	Under 17 years
	% of adult rate				
	100%	75%	62.5%	50%	47.5%
	\$	\$	\$	\$	\$
Monday to Friday	30.91	23.18	19.32	15.46	14.68
Saturdays, Sundays and public holidays	40.32	30.24	25.20	20.16	19.15
Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition	17.22	12.92	10.76	8.61	8.18

60. By deleting the table appearing in clause B.4.2 and inserting the following:

	20 years & over	19 years	18 years	17 years	Under 17 years
	% of adult rate				
	100%	75%	62.5%	50%	47.5%
	\$	\$	\$	\$	\$
Monday to Friday	31.76	23.82	19.85	15.88	15.09
Saturdays, Sundays and public holidays	41.43	31.07	25.89	20.72	19.68
Overtime for any hours worked in excess of 10	17.69	13.27	11.06	8.85	8.40

	20 years & over	19 years	18 years	17 years	Under 17 years
	% of adult rate				
	100%	75%	62.5%	50%	47.5%
	\$	\$	\$	\$	\$
hours per day or an average of 38 hours per week will be paid in addition					

61. By deleting the table appearing in clause B.4.3 and inserting the following:

	20 years & over	19 years	18 years	17 years	Under 17 years
	% of adult rate				
	100%	75%	62.5%	50%	47.5%
	\$	\$	\$	\$	\$
Monday to Friday	33.99	25.49	21.24	17.00	16.15
Saturdays, Sundays and public holidays	44.34	33.26	27.71	22.17	21.06
Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition	18.94	14.21	11.84	9.47	9.00

62. By deleting the table appearing in clause B.5.1 and inserting the following:

Year	Monday to Friday	Saturday	Sunday	Public holidays
	% of junior apprentice hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Has not completed year 12				
Stage 1 or 1st year	13.58	20.37	27.16	33.95
Stage 2 or 2nd year	16.30	24.45	32.60	40.75
Stage 3 or 3rd year	20.37	30.56	40.74	50.93
Stage 4 or 4th year	23.91	35.87	47.82	59.78

Year	Monday to Friday	Saturday	Sunday	Public holidays
	% of junior apprentice hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Has completed year 12				
Stage 1 or 1st year	14.94	22.41	29.88	37.35
Stage 2 or 2nd year	17.66	26.49	35.32	44.15
Stage 3 or 3rd year	20.37	30.56	40.74	50.93
Stage 4 or 4th year	23.91	35.87	47.82	59.78

63. By deleting the table appearing in clause B.5.2 and inserting the following:

Year	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts ¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of junior apprentice hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Has not completed year 12					
Stage 1 or 1st year	16.02	17.65	16.30	15.28	20.37
Stage 2 or 2nd year	19.23	21.19	19.56	18.34	24.45
Stage 3 or 3rd year	24.04	26.48	24.44	22.92	30.56
Stage 4 or 4th year	28.21	31.08	28.69	26.90	35.87
Has completed year 12					
Stage 1 or 1st year	17.63	19.42	17.93	16.81	22.41
Stage 2 or 2nd year	20.84	22.96	21.19	19.87	26.49
Stage 3 or 3rd year	24.04	26.48	24.44	22.92	30.56
Stage 4 or 4th year	28.21	31.08	28.69	26.90	35.87

64. By deleting the table appearing in clause B.5.3 and inserting the following:

Year	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Has not completed year 12				
Stage 1 or 1st year	20.37	27.16	27.16	33.95
Stage 2 or 2nd year	24.45	32.60	32.60	40.75
Stage 3 or 3rd year	30.56	40.74	40.74	50.93
Stage 4 or 4th year	35.87	47.82	47.82	59.78
Has completed year 12				
Stage 1 or 1st year	22.41	29.88	29.88	37.35
Stage 2 or 2nd year	26.49	35.32	35.32	44.15
Stage 3 or 3rd year	30.56	40.74	40.74	50.93
Stage 4 or 4th year	35.87	47.82	47.82	59.78

65. By deleting the table appearing in clause B.6.1 and inserting the following:

Year	Monday to Friday	Saturday	Sunday	Public holidays
	% of adult apprentice hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Stage 1 or 1st year	21.73	32.60	43.46	54.33
Stage 2 or 2nd year	23.46	35.19	46.92	58.65
Stage 3 or 3rd year	24.10	36.15	48.20	60.25
Stage 4 or 4th year	24.98	37.47	49.96	62.45
Thereafter	27.17	40.76	54.34	67.93

66. By deleting the table appearing in clause B.6.2 and inserting the following:

Year	Afternoon shift only	Night shift only	Alternating afternoon and night shifts	Alternating day shifts¹	Afternoon or night shift that does not continue for at least 5 successive shifts
	% of adult apprentice hourly rate				
	118%	130%	120%	112.5%	150%
	\$	\$	\$	\$	\$
Stage 1 or 1st year	25.64	28.25	26.08	24.45	32.60
Stage 2 or 2nd year	27.68	30.50	28.15	26.39	35.19
Stage 3 or 3rd year	28.44	31.33	28.92	27.11	36.15
Stage 4 or 4th year	29.48	32.47	29.98	28.10	37.47
Thereafter	32.06	35.32	32.60	30.57	40.76

67. By deleting the table appearing in clause B.6.3 and inserting the following:

Year	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of adult apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1 or 1st year	32.60	43.46	43.46	54.33
Stage 2 or 2nd year	35.19	46.92	46.92	58.65
Stage 3 or 3rd year	36.15	48.20	48.20	60.25
Stage 4 or 4th year	37.47	49.96	49.96	62.45
Thereafter	40.76	54.34	54.34	67.93

68. By deleting the table appearing in clause B.7.1 and inserting the following:

	Full-time and part-time employees	Casual employees		
	All hours¹	Monday to Saturday	Sunday	Public holidays
	% of minimum hourly rate			
	100%	125%	200%	275%
	\$	\$	\$	\$
RS&R Level 4 Vehicle salesperson (less than 6 months experience)	25.80	32.25	51.60	70.95
RS&R Level 6 Vehicle salesperson (more than 6 months experience)	27.17	33.96	54.34	74.72

69. By deleting the table appearing in clause B.7.2 and inserting the following:

Age	Full-time and part-time employees	Casual employees		
	All hours¹	Monday to Saturday	Sunday	Public holidays
	% of junior hourly rate			
	100%	125%	200%	275%
	\$	\$	\$	\$
Junior employees with less than 6 months experience				
Under 17 years	11.14	13.93	22.28	30.64
17 years	11.73	14.66	23.46	32.26
18 years	14.66	18.33	29.32	40.32
19 years	17.60	22.00	35.20	48.40
20 years	20.53	25.66	41.06	56.46
Junior employees with more than 6 months experience				
Under 17 years	12.26	15.33	24.52	33.72
17 years	12.90	16.13	25.80	35.48
18 years	16.13	20.16	32.26	44.36

Age	Full-time and part-time employees	Casual employees		
		All hours ¹	Monday to Saturday	Sunday
% of junior hourly rate				
	100%	125%	200%	275%
	\$	\$	\$	\$
19 years	19.35	24.19	38.70	53.21
20 years	22.58	28.23	45.16	62.10

70. By deleting the amounts “\$26.18” and “\$995.00” appearing in clause C.1.1 and inserting “\$27.17” and “\$1032.30” respectively.

71. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Leading hand in charge of—not less than 3 and not more than 10 employees	18.2	-	4.34	44.80	per week
Leading hand in charge of—more than 10 and not more than 20 employees	18.2	-	6.54	67.51	per week
Leading hand in charge of—more than 20 employees	18.2	-	8.31	85.78	per week
First aid allowance	18.3	-	2.0	20.65	per week
Driver handling money—up to \$20	18.4(b)	7.69	-	2.09	per week
Driver handling money—over \$20 but not exceeding \$200	18.4(b)	14.06	-	3.82	per week

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Driver handling money—over \$200 but not exceeding \$600	18.4(b)	26.64	-	7.24	per week
Driver handling money—over \$600 but not exceeding \$1000	18.4(b)	33.79	-	9.18	per week
Driver handling money—over \$1000	18.4(b)	47.79	-	12.98	per week
Confined spaces allowance	18.5(a)	3.69	-	1.00	per hour
Dirty work allowance	18.6(a)	2.86	-	0.78	per hour
Dirty work—minimum per day or shift	18.6(b)	11.2	-	3.04	per day or shift
Hot places allowance—temperature artificially raised to between 46 and 54°C	18.7(a)(i)	2.86	-	0.78	per hour
Hot places allowance—temperature artificially raised over 54°C	18.7(a)(ii)	3.69	-	1.00	per hour
Wet places allowance	18.8(a)	2.56	-	0.70	per hour
Handling glass or slag wool	18.9	3.69	-	1.00	per hour
Handling garbage—vehicle driver or assistant	18.10	2.86	-	0.78	per hour

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Working on uncleaned vehicle used for livestock transport	18.11	2.86	-	0.78	per hour
Slicking with carbon black and hand spraying tyres	18.12	4.29	-	1.17	per day
Large tyre fitting—offsite	18.13	4.23	-	1.15	per day
Fork-lifts or cranes—2 or more in one lift	18.14	-	0.29	2.99	per day

72. By deleting the amounts “\$26.18” and “\$995.00” appearing in clause C.2.1 and inserting “\$27.17” and “\$1032.30” respectively.

73. By deleting the table appearing in clause C.2.1 and inserting the following:

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Driver of commercial vehicle—per additional complete tonne over 8 tonnes	16.4(a)(i)	-	0.19	1.96	per week
Driver of commercial vehicle—Drawing an empty trailer	16.4(a)(ii)	9.36	-	2.54	per day
Driver of commercial vehicle—Drawing a loaded trailer	16.4(a)(iii)	16.92	-	4.60	per day

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Driver of articulated vehicle—per additional complete tonne over 10 tonnes	16.4(b)	-	0.18	1.86	per week
Driver driving—tow truck	16.4(c)	-	2.52	26.01	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2024.

PRESIDENT