



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

ROAD TRANSPORT AND DISTRIBUTION AWARD 2020
[MA000038]

Road transport 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:

- By deleting the table appearing in clause 17.1(a) and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Transport Worker Grade 1 | 941.70 | 24.78 |
| Transport Worker Grade 2 | 964.30 | 25.38 |
| Transport Worker Grade 3 | 975.50 | 25.67 |
| Transport Worker Grade 4 | 992.70 | 26.12 |
| Transport Worker Grade 5 | 1005.00 | 26.45 |
| Transport Worker Grade 6 | 1016.40 | 26.75 |
| Transport Worker Grade 7 | 1031.20 | 27.14 |
| Transport Worker Grade 8 | 1061.20 | 27.93 |

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Transport Worker Grade 9 | 1078.90 | 28.39 |
| Transport Worker Grade 10 | 1105.70 | 29.10 |

2. By deleting the table appearing in clause 17.1(b) and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|---|----------------------------|
| | \$ | \$ |
| Distribution facility employee level 1 | 975.50 | 25.67 |
| Distribution facility employee level 2 | 992.70 | 26.12 |
| Distribution facility employee level 3 | 1031.20 | 27.14 |
| Distribution facility employee level 4 | 1078.90 | 28.39 |

3. By deleting the table appearing in clause 17.2 and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Transport Worker Grade 1 | 941.70 | 26.91 |
| Transport Worker Grade 2 | 964.30 | 27.55 |
| Transport Worker Grade 3 | 975.50 | 27.87 |
| Transport Worker Grade 4 | 992.70 | 28.36 |
| Transport Worker Grade 5 | 1005.00 | 28.71 |
| Transport Worker Grade 6 | 1016.40 | 29.04 |
| Transport Worker Grade 7 | 1031.20 | 29.46 |
| Transport Worker Grade 8 | 1061.20 | 30.32 |
| Transport Worker Grade 9 | 1078.90 | 30.83 |
| Transport Worker Grade 10 | 1105.70 | 31.59 |

4. By deleting the year “2023” in clause 17.6(b) and inserting “2024”.
5. By deleting the amount “\$1.69” appearing in clause 19.3(b)(i) and inserting “\$1.76”.

6. By deleting the amounts “\$20.50”, “\$19.65” and “\$19.18” appearing in clause 19.3(b)(ii) and inserting “\$21.27”, “\$20.39” and “\$19.90” respectively.

7. By deleting the table appearing in clause 19.3(c) and inserting the following:

| An employee appointed as a leading hand in charge of: | \$ per week |
|--|--------------------|
| 3–10 employees | 46.04 |
| 11–20 employees | 68.58 |
| More than 20 employees | 87.11 |

8. By deleting the amount “\$4.32” appearing in clause 19.3(d)(i) and inserting “\$4.49”.

9. By deleting the amount “\$4.32” appearing in clause 19.3(d)(ii) and inserting “\$4.49”.

10. By deleting the amount “\$4.32” appearing in clause 19.3(d)(iii) and inserting “\$4.49”.

11. By deleting the amount “\$4.32” appearing in clause 19.3(d)(iv) and inserting “\$4.49”.

12. By deleting the amount “\$24.35” appearing in clause 19.3(d)(v) and inserting “\$25.27”.

13. By deleting the amount “\$24.35” appearing in clause 19.3(d)(vi) and inserting “\$25.27”.

14. By deleting the amount “\$27.45” appearing in clause 19.3(d)(vii) and inserting “\$28.48”.

15. By deleting the amount “\$22.47” appearing in clause 19.3(d)(viii) and inserting “\$23.31”.

16. By deleting the amount “\$20.59” appearing in clause 19.3(d)(ix) and inserting “\$21.36”.

17. By deleting the amount “\$2.63” appearing in clause 19.3(d)(x) and inserting “\$2.73”.

18. By deleting the amount “\$3.38” appearing in clause 19.3(d)(xi) and inserting “\$3.51”.

19. By deleting the amount “\$0.56” appearing in clause 19.3(d)(xii) and inserting “\$0.59”.

20. By deleting the amount “\$4.23” appearing in clause 19.3(d)(xiii) and inserting “\$4.39”.

21. By deleting the amount “\$3.57” appearing in clause 19.3(d)(xiv) and inserting “\$3.71”.

22. By deleting the table appearing in clause 19.3(e) and inserting the following

| For any amount handled: | \$ per week |
|-----------------------------------|--------------------|
| Up to \$20 | 2.24 |
| Over \$20 but not exceeding \$200 | 4.39 |

| For any amount handled: | \$ per week |
|--------------------------------------|--------------------|
| Over \$200 but not exceeding \$600 | 7.51 |
| Over \$600 but not exceeding \$1000 | 9.76 |
| Over \$1000 but not exceeding \$1200 | 13.75 |
| Over \$1200 but not exceeding \$1600 | 21.27 |
| Over \$1600 but not exceeding \$2000 | 23.51 |
| Over \$2000 | 26.73 |

- 23. By deleting the amount “\$22.28” appearing in clause 19.3(f)(i) and inserting “\$23.12”.
- 24. By deleting the amount “\$9.31” appearing in clause 19.3(f)(ii) and inserting “\$9.66”.
- 25. By deleting the amount “\$15.04” appearing in clause 19.3(g) and inserting “\$15.61”.
- 26. By deleting the table appearing in clause C.2.1 and inserting the following:

| | Ordinary hours | Early morning ¹ | Saturday | Sunday | Public holiday ³ | |
|--|----------------|----------------------------|----------|--------|-----------------------------|--------------------------|
| | | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ² | | | | | | |
| | 100% | 130% | 150% | 200% | 200% | 150% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 24.78 | 32.21 | 37.17 | 49.56 | 49.56 | 37.17 |
| Transport Worker Grade 2 | 25.38 | 32.99 | 38.07 | 50.76 | 50.76 | 38.07 |
| Transport Worker Grade 3 | 25.67 | 33.37 | 38.51 | 51.34 | 51.34 | 38.51 |
| Transport Worker Grade 4 | 26.12 | 33.96 | 39.18 | 52.24 | 52.24 | 39.18 |
| Transport Worker Grade 5 | 26.45 | 34.39 | 39.68 | 52.90 | 52.90 | 39.68 |
| Transport Worker Grade 6 | 26.75 | 34.78 | 40.13 | 53.50 | 53.50 | 40.13 |
| Transport Worker Grade 7 | 27.14 | 35.28 | 40.71 | 54.28 | 54.28 | 40.71 |
| Transport Worker Grade 8 | 27.93 | 36.31 | 41.90 | 55.86 | 55.86 | 41.90 |
| Transport Worker Grade 9 | 28.39 | 36.91 | 42.59 | 56.78 | 56.78 | 42.59 |
| Transport Worker Grade 10 | 29.10 | 37.83 | 43.65 | 58.20 | 58.20 | 43.65 |

27. By deleting the table appearing in clause C.2.2 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------|-----------|-------|--|---------------|----------|--------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate ² | | | | | | | | |
| | 100% | 117.5% | 130% | 150% | 200% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 24.78 | 29.12 | 32.21 | 37.17 | 49.56 | 37.17 | 49.56 | 61.95 |
| Transport Worker Grade 2 | 25.38 | 29.82 | 32.99 | 38.07 | 50.76 | 38.07 | 50.76 | 63.45 |
| Transport Worker Grade 3 | 25.67 | 30.16 | 33.37 | 38.51 | 51.34 | 38.51 | 51.34 | 64.18 |
| Transport Worker Grade 4 | 26.12 | 30.69 | 33.96 | 39.18 | 52.24 | 39.18 | 52.24 | 65.30 |
| Transport Worker Grade 5 | 26.45 | 31.08 | 34.39 | 39.68 | 52.90 | 39.68 | 52.90 | 66.13 |
| Transport Worker Grade 6 | 26.75 | 31.43 | 34.78 | 40.13 | 53.50 | 40.13 | 53.50 | 66.88 |
| Transport Worker Grade 7 | 27.14 | 31.89 | 35.28 | 40.71 | 54.28 | 40.71 | 54.28 | 67.85 |
| Transport Worker Grade 8 | 27.93 | 32.82 | 36.31 | 41.90 | 55.86 | 41.90 | 55.86 | 69.83 |
| Transport Worker Grade 9 | 28.39 | 33.36 | 36.91 | 42.59 | 56.78 | 42.59 | 56.78 | 70.98 |
| Transport Worker Grade 10 | 29.10 | 34.19 | 37.83 | 43.65 | 58.20 | 43.65 | 58.20 | 72.75 |

28. By deleting the table appearing in clause C.2.3 and inserting the following:

| | Ordinary hours | Saturday | Sunday | Public holiday ² | |
|--|----------------|----------|--------|-----------------------------|--------------------------|
| | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ¹ | | | | | |
| | 100% | 150% | 200% | 200% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 26.91 | 40.37 | 53.82 | 53.82 | 40.37 |
| Transport Worker Grade 2 | 27.55 | 41.33 | 55.10 | 55.10 | 41.33 |
| Transport Worker Grade 3 | 27.87 | 41.81 | 55.74 | 55.74 | 41.81 |
| Transport Worker Grade 4 | 28.36 | 42.54 | 56.72 | 56.72 | 42.54 |
| Transport Worker Grade 5 | 28.71 | 43.07 | 57.42 | 57.42 | 43.07 |
| Transport Worker Grade 6 | 29.04 | 43.56 | 58.08 | 58.08 | 43.56 |

| | Ordinary hours | Saturday | Sunday | Public holiday ² | |
|---------------------------|--|-------------|-------------|-----------------------------|--------------------------|
| | | | | Good Friday & Christmas Day | Any other public holiday |
| | % of ordinary hourly rate¹ | | | | |
| | 100% | 150% | 200% | 200% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 7 | 29.46 | 44.19 | 58.92 | 58.92 | 44.19 |
| Transport Worker Grade 8 | 30.32 | 45.48 | 60.64 | 60.64 | 45.48 |
| Transport Worker Grade 9 | 30.83 | 46.25 | 61.66 | 61.66 | 46.25 |
| Transport Worker Grade 10 | 31.59 | 47.39 | 63.18 | 63.18 | 47.39 |

29. By deleting the table appearing in clause C.2.4 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|---------------------------|--|---------------|-------------|--|---------------|-------------|-------------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| | % of ordinary hourly rate² | | | | | | | |
| | 100% | 117.5% | 130% | 150% | 200% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 26.91 | 31.62 | 34.98 | 40.37 | 53.82 | 40.37 | 53.82 | 67.28 |
| Transport Worker Grade 2 | 27.55 | 32.37 | 35.82 | 41.33 | 55.10 | 41.33 | 55.10 | 68.88 |
| Transport Worker Grade 3 | 27.87 | 32.75 | 36.23 | 41.81 | 55.74 | 41.81 | 55.74 | 69.68 |
| Transport Worker Grade 4 | 28.36 | 33.32 | 36.87 | 42.54 | 56.72 | 42.54 | 56.72 | 70.90 |
| Transport Worker Grade 5 | 28.71 | 33.73 | 37.32 | 43.07 | 57.42 | 43.07 | 57.42 | 71.78 |
| Transport Worker Grade 6 | 29.04 | 34.12 | 37.75 | 43.56 | 58.08 | 43.56 | 58.08 | 72.60 |
| Transport Worker Grade 7 | 29.46 | 34.62 | 38.30 | 44.19 | 58.92 | 44.19 | 58.92 | 73.65 |
| Transport Worker Grade 8 | 30.32 | 35.63 | 39.42 | 45.48 | 60.64 | 45.48 | 60.64 | 75.80 |
| Transport Worker Grade 9 | 30.83 | 36.23 | 40.08 | 46.25 | 61.66 | 46.25 | 61.66 | 77.08 |
| Transport Worker Grade 10 | 31.59 | 37.12 | 41.07 | 47.39 | 63.18 | 47.39 | 63.18 | 78.98 |

30. By deleting the table appearing in clause C.2.5 and inserting the following:

| | Ordinary hours | Saturday | Sunday | Public holiday ² | |
|--|----------------|----------|--------|-----------------------------|--------------------------|
| | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ¹ | | | | | |
| | 100% | 150% | 200% | 200% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| Distribution facility employee level 1 | 25.67 | 38.51 | 51.34 | 51.34 | 38.51 |
| Distribution facility employee level 2 | 26.12 | 39.18 | 52.24 | 52.24 | 39.18 |
| Distribution facility employee level 3 | 27.14 | 40.71 | 54.28 | 54.28 | 40.71 |
| Distribution facility employee level 4 | 28.39 | 42.59 | 56.78 | 56.78 | 42.59 |

31. By deleting the table appearing in clause C.2.6 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------|-----------|-------|--|---------------|----------|--------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate ² | | | | | | | | |
| | 100% | 117.5% | 130% | 150% | 200% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Distribution facility employee level 1 | 25.67 | 30.16 | 33.37 | 38.51 | 51.34 | 38.51 | 51.34 | 64.18 |
| Distribution facility employee level 2 | 26.12 | 30.69 | 33.96 | 39.18 | 52.24 | 39.18 | 52.24 | 65.30 |
| Distribution facility employee level 3 | 27.14 | 31.89 | 35.28 | 40.71 | 54.28 | 40.71 | 54.28 | 67.85 |
| Distribution facility employee level 4 | 28.39 | 33.36 | 36.91 | 42.59 | 56.78 | 42.59 | 56.78 | 70.98 |

32. By deleting the table appearing in clause C.3.1 and inserting the following:

| | First 2 hours¹ | After 2 hours¹ | Public Holiday^{2, 5} | Good Friday & Christmas Day^{3, 5} |
|---------------------------|--|----------------------------------|--------------------------------------|---|
| | % of ordinary hourly rate⁴ | | | |
| | 150% | 200% | 250% | 300% |
| | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 37.17 | 49.56 | 61.95 | 74.34 |
| Transport Worker Grade 2 | 38.07 | 50.76 | 63.45 | 76.14 |
| Transport Worker Grade 3 | 38.51 | 51.34 | 64.18 | 77.01 |
| Transport Worker Grade 4 | 39.18 | 52.24 | 65.30 | 78.36 |
| Transport Worker Grade 5 | 39.68 | 52.90 | 66.13 | 79.35 |
| Transport Worker Grade 6 | 40.13 | 53.50 | 66.88 | 80.25 |
| Transport Worker Grade 7 | 40.71 | 54.28 | 67.85 | 81.42 |
| Transport Worker Grade 8 | 41.90 | 55.86 | 69.83 | 83.79 |
| Transport Worker Grade 9 | 42.59 | 56.78 | 70.98 | 85.17 |
| Transport Worker Grade 10 | 43.65 | 58.20 | 72.75 | 87.30 |

33. By deleting the table appearing in clause C.3.2 and inserting the following:

| | First 2 hours¹ | After 2 hours¹ |
|---------------------------|--|----------------------------------|
| | % of ordinary hourly rate² | |
| | 150% | 200% |
| | \$ | \$ |
| Transport Worker Grade 1 | 37.17 | 49.56 |
| Transport Worker Grade 2 | 38.07 | 50.76 |
| Transport Worker Grade 3 | 38.51 | 51.34 |
| Transport Worker Grade 4 | 39.18 | 52.24 |
| Transport Worker Grade 5 | 39.68 | 52.90 |
| Transport Worker Grade 6 | 40.13 | 53.50 |
| Transport Worker Grade 7 | 40.71 | 54.28 |
| Transport Worker Grade 8 | 41.90 | 55.86 |
| Transport Worker Grade 9 | 42.59 | 56.78 |
| Transport Worker Grade 10 | 43.65 | 58.20 |

34. By deleting the table appearing in clause C.3.3 and inserting the following:

| | First 2 hours¹ | After 2 hours¹ | Public Holiday^{2, 5} | Good Friday & Christmas Day^{3, 5} |
|---------------------------|--|----------------------------------|--------------------------------------|---|
| | % of ordinary hourly rate⁴ | | | |
| | 150% | 200% | 250% | 300% |
| | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 40.37 | 53.82 | 67.28 | 80.73 |
| Transport Worker Grade 2 | 41.33 | 55.10 | 68.88 | 82.65 |
| Transport Worker Grade 3 | 41.81 | 55.74 | 69.68 | 83.61 |
| Transport Worker Grade 4 | 42.54 | 56.72 | 70.90 | 85.08 |
| Transport Worker Grade 5 | 43.07 | 57.42 | 71.78 | 86.13 |
| Transport Worker Grade 6 | 43.56 | 58.08 | 72.60 | 87.12 |
| Transport Worker Grade 7 | 44.19 | 58.92 | 73.65 | 88.38 |
| Transport Worker Grade 8 | 45.48 | 60.64 | 75.80 | 90.96 |
| Transport Worker Grade 9 | 46.25 | 61.66 | 77.08 | 92.49 |
| Transport Worker Grade 10 | 47.39 | 63.18 | 78.98 | 94.77 |

35. By deleting the table appearing in clause C.3.4 and inserting the following:

| | First 2 hours¹ | After 2 hours¹ |
|---------------------------|--|----------------------------------|
| | % of ordinary hourly rate² | |
| | 150% | 200% |
| | \$ | \$ |
| Transport Worker Grade 1 | 40.37 | 53.82 |
| Transport Worker Grade 2 | 41.33 | 55.10 |
| Transport Worker Grade 3 | 41.81 | 55.74 |
| Transport Worker Grade 4 | 42.54 | 56.72 |
| Transport Worker Grade 5 | 43.07 | 57.42 |
| Transport Worker Grade 6 | 43.56 | 58.08 |
| Transport Worker Grade 7 | 44.19 | 58.92 |
| Transport Worker Grade 8 | 45.48 | 60.64 |
| Transport Worker Grade 9 | 46.25 | 61.66 |
| Transport Worker Grade 10 | 47.39 | 63.18 |

36. By deleting the table appearing in clause C.3.5 and inserting the following:

| | First 2 hours¹ | After 2 hours¹ | Public Holiday^{2, 5} | Good Friday & Christmas Day^{3, 5} |
|--|--|----------------------------------|--------------------------------------|---|
| | % of ordinary hourly rate⁴ | | | |
| | 150% | 200% | 250% | 300% |
| | \$ | \$ | \$ | \$ |
| Distribution facility employee level 1 | 38.51 | 51.34 | 64.18 | 77.01 |
| Distribution facility employee level 2 | 39.18 | 52.24 | 65.30 | 78.36 |
| Distribution facility employee level 3 | 40.71 | 54.28 | 67.85 | 81.42 |
| Distribution facility employee level 4 | 42.59 | 56.78 | 70.98 | 85.17 |

37. By deleting the table appearing in clause C.3.6 and inserting the following:

| | First 2 hours | After 2 hours |
|--|--|----------------------|
| | % of ordinary hourly rate¹ | |
| | 150% | 200% |
| | \$ | \$ |
| Distribution facility employee level 1 | 38.51 | 51.34 |
| Distribution facility employee level 2 | 39.18 | 52.24 |
| Distribution facility employee level 3 | 40.71 | 54.28 |
| Distribution facility employee level 4 | 42.59 | 56.78 |

38. By deleting the table appearing in clause C.4.1 and inserting the following:

| | Ordinary hours | Early morning¹ | Saturday | Sunday | Public holiday | |
|--------------------------|--|----------------------------------|-----------------|---------------|--|---------------------------------|
| | | | | | Good Friday & Christmas Day | Any other public holiday |
| | % of ordinary hourly rate² | | | | | |
| | 125% | 155% | 175% | 225% | 325% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 30.98 | 38.41 | 43.37 | 55.76 | 80.54 | 68.15 |
| Transport Worker Grade 2 | 31.73 | 39.34 | 44.42 | 57.11 | 82.49 | 69.80 |
| Transport Worker Grade 3 | 32.09 | 39.79 | 44.92 | 57.76 | 83.43 | 70.59 |
| Transport Worker Grade 4 | 32.65 | 40.49 | 45.71 | 58.77 | 84.89 | 71.83 |

| | Ordinary hours | Early morning ¹ | Saturday | Sunday | Public holiday | |
|--|----------------|----------------------------|----------|--------|-----------------------------|--------------------------|
| | | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ² | | | | | | |
| | 125% | 155% | 175% | 225% | 325% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 5 | 33.06 | 41.00 | 46.29 | 59.51 | 85.96 | 72.74 |
| Transport Worker Grade 6 | 33.44 | 41.46 | 46.81 | 60.19 | 86.94 | 73.56 |
| Transport Worker Grade 7 | 33.93 | 42.07 | 47.50 | 61.07 | 88.21 | 74.64 |
| Transport Worker Grade 8 | 34.91 | 43.29 | 48.88 | 62.84 | 90.77 | 76.81 |
| Transport Worker Grade 9 | 35.49 | 44.00 | 49.68 | 63.88 | 92.27 | 78.07 |
| Transport Worker Grade 10 | 36.38 | 45.11 | 50.93 | 65.48 | 94.58 | 80.03 |

39. By deleting the table appearing in clause C.4.2 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------|-----------|-------|--|---------------|----------|--------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate ² | | | | | | | | |
| | 125% | 142.5% | 155% | 175% | 225% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 30.98 | 35.31 | 38.41 | 43.37 | 55.76 | 43.37 | 55.76 | 68.15 |
| Transport Worker Grade 2 | 31.73 | 36.17 | 39.34 | 44.42 | 57.11 | 44.42 | 57.11 | 69.80 |
| Transport Worker Grade 3 | 32.09 | 36.58 | 39.79 | 44.92 | 57.76 | 44.92 | 57.76 | 70.59 |
| Transport Worker Grade 4 | 32.65 | 37.22 | 40.49 | 45.71 | 58.77 | 45.71 | 58.77 | 71.83 |
| Transport Worker Grade 5 | 33.06 | 37.69 | 41.00 | 46.29 | 59.51 | 46.29 | 59.51 | 72.74 |
| Transport Worker Grade 6 | 33.44 | 38.12 | 41.46 | 46.81 | 60.19 | 46.81 | 60.19 | 73.56 |
| Transport Worker Grade 7 | 33.93 | 38.67 | 42.07 | 47.50 | 61.07 | 47.50 | 61.07 | 74.64 |
| Transport Worker Grade 8 | 34.91 | 39.80 | 43.29 | 48.88 | 62.84 | 48.88 | 62.84 | 76.81 |

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------|-----------|-------|--|---------------|----------|--------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate ² | | | | | | | | |
| | 125% | 142.5% | 155% | 175% | 225% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 9 | 35.49 | 40.46 | 44.00 | 49.68 | 63.88 | 49.68 | 63.88 | 78.07 |
| Transport Worker Grade 10 | 36.38 | 41.47 | 45.11 | 50.93 | 65.48 | 50.93 | 65.48 | 80.03 |

40. By deleting the table appearing in clause C.4.3 and inserting the following:

| | Ordinary hours | Saturday | Sunday | Public holiday | |
|--|----------------|----------|--------|-----------------------------|--------------------------|
| | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ¹ | | | | | |
| | 125% | 175% | 225% | 325% | 275% |
| | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 33.64 | 47.09 | 60.55 | 87.46 | 74.00 |
| Transport Worker Grade 2 | 34.44 | 48.21 | 61.99 | 89.54 | 75.76 |
| Transport Worker Grade 3 | 34.84 | 48.77 | 62.71 | 90.58 | 76.64 |
| Transport Worker Grade 4 | 35.45 | 49.63 | 63.81 | 92.17 | 77.99 |
| Transport Worker Grade 5 | 35.89 | 50.24 | 64.60 | 93.31 | 78.95 |
| Transport Worker Grade 6 | 36.30 | 50.82 | 65.34 | 94.38 | 79.86 |
| Transport Worker Grade 7 | 36.83 | 51.56 | 66.29 | 95.75 | 81.02 |
| Transport Worker Grade 8 | 37.90 | 53.06 | 68.22 | 98.54 | 83.38 |
| Transport Worker Grade 9 | 38.54 | 53.95 | 69.37 | 100.20 | 84.78 |
| Transport Worker Grade 10 | 39.49 | 55.28 | 71.08 | 102.67 | 86.87 |

41. By deleting the table appearing in clause C.4.4 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------|-----------|-------|--|---------------|----------|--------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate ² | | | | | | | | |
| | 125% | 142.5% | 155% | 175% | 225% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Transport Worker Grade 1 | 33.64 | 38.35 | 41.71 | 47.09 | 60.55 | 47.09 | 60.55 | 74.00 |
| Transport Worker Grade 2 | 34.44 | 39.26 | 42.70 | 48.21 | 61.99 | 48.21 | 61.99 | 75.76 |
| Transport Worker Grade 3 | 34.84 | 39.71 | 43.20 | 48.77 | 62.71 | 48.77 | 62.71 | 76.64 |
| Transport Worker Grade 4 | 35.45 | 40.41 | 43.96 | 49.63 | 63.81 | 49.63 | 63.81 | 77.99 |
| Transport Worker Grade 5 | 35.89 | 40.91 | 44.50 | 50.24 | 64.60 | 50.24 | 64.60 | 78.95 |
| Transport Worker Grade 6 | 36.30 | 41.38 | 45.01 | 50.82 | 65.34 | 50.82 | 65.34 | 79.86 |
| Transport Worker Grade 7 | 36.83 | 41.98 | 45.66 | 51.56 | 66.29 | 51.56 | 66.29 | 81.02 |
| Transport Worker Grade 8 | 37.90 | 43.21 | 47.00 | 53.06 | 68.22 | 53.06 | 68.22 | 83.38 |
| Transport Worker Grade 9 | 38.54 | 43.93 | 47.79 | 53.95 | 69.37 | 53.95 | 69.37 | 84.78 |
| Transport Worker Grade 10 | 39.49 | 45.02 | 48.96 | 55.28 | 71.08 | 55.28 | 71.08 | 86.87 |

42. By deleting the table appearing in clause C.4.5 and inserting the following:

| | Ordinary hours | Saturday | Sunday | Public holiday | |
|--|----------------|----------|--------|-----------------------------|--------------------------|
| | | | | Good Friday & Christmas Day | Any other public holiday |
| % of ordinary hourly rate ¹ | | | | | |
| | 125% | 175% | 225% | 325% | 275% |
| | \$ | \$ | \$ | \$ | \$ |
| Distribution facility employee level 1 | 32.09 | 44.92 | 57.76 | 83.43 | 70.59 |
| Distribution facility employee level 2 | 32.65 | 45.71 | 58.77 | 84.89 | 71.83 |
| Distribution facility employee level 3 | 33.93 | 47.50 | 61.07 | 88.21 | 74.64 |
| Distribution facility employee level 4 | 35.49 | 49.68 | 63.88 | 92.27 | 78.07 |

43. By deleting the table appearing in clause C.4.6 and inserting the following:

| | Day | Afternoon | Night | Non continuous afternoon or night ¹ | | Saturday | Sunday | Public holiday |
|--|-------------|---------------|-------------|--|---------------|-------------|-------------|----------------|
| | | | | First 3 hours | After 3 hours | | | |
| % of ordinary hourly rate² | | | | | | | | |
| | 125% | 142.5% | 155% | 175% | 225% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Distribution facility employee level 1 | 32.09 | 36.58 | 39.79 | 44.92 | 57.76 | 44.92 | 57.76 | 70.59 |
| Distribution facility employee level 2 | 32.65 | 37.22 | 40.49 | 45.71 | 58.77 | 45.71 | 58.77 | 71.83 |
| Distribution facility employee level 3 | 33.93 | 38.67 | 42.07 | 47.50 | 61.07 | 47.50 | 61.07 | 74.64 |
| Distribution facility employee level 4 | 35.49 | 40.46 | 44.00 | 49.68 | 63.88 | 49.68 | 63.88 | 78.07 |

44. By deleting the table appearing in clause C.5.1 and inserting the following:

| | First 2 hours | After 2 hours |
|---------------------------|--|---------------|
| | % of ordinary hourly rate¹ | |
| | 160% | 210% |
| | \$ | \$ |
| Transport Worker Grade 1 | 39.65 | 52.04 |
| Transport Worker Grade 2 | 40.61 | 53.30 |
| Transport Worker Grade 3 | 41.07 | 53.91 |
| Transport Worker Grade 4 | 41.79 | 54.85 |
| Transport Worker Grade 5 | 42.32 | 55.55 |
| Transport Worker Grade 6 | 42.80 | 56.18 |
| Transport Worker Grade 7 | 43.42 | 56.99 |
| Transport Worker Grade 8 | 44.69 | 58.65 |
| Transport Worker Grade 9 | 45.42 | 59.62 |
| Transport Worker Grade 10 | 46.56 | 61.11 |

45. By deleting the table appearing in clause C.5.2 and inserting the following:

| | First 2 hours | After 2 hours |
|---------------------------|--|----------------------|
| | % of ordinary hourly rate¹ | |
| | 160% | 210% |
| | \$ | \$ |
| Transport Worker Grade 1 | 43.06 | 56.51 |
| Transport Worker Grade 2 | 44.08 | 57.86 |
| Transport Worker Grade 3 | 44.59 | 58.53 |
| Transport Worker Grade 4 | 45.38 | 59.56 |
| Transport Worker Grade 5 | 45.94 | 60.29 |
| Transport Worker Grade 6 | 46.46 | 60.98 |
| Transport Worker Grade 7 | 47.14 | 61.87 |
| Transport Worker Grade 8 | 48.51 | 63.67 |
| Transport Worker Grade 9 | 49.33 | 64.74 |
| Transport Worker Grade 10 | 50.54 | 66.34 |

46. By deleting the table appearing in clause C.5.3 and inserting the following:

| | First 2 hours | After 2 hours |
|--|--|----------------------|
| | % of ordinary hourly rate¹ | |
| | 160% | 210% |
| | \$ | \$ |
| Distribution facility employee level 1 | 41.07 | 53.91 |
| Distribution facility employee level 2 | 41.79 | 54.85 |
| Distribution facility employee level 3 | 43.42 | 56.99 |
| Distribution facility employee level 4 | 45.42 | 59.62 |

47. By deleting the amount “\$940.20” appearing in clause D.1.1 and inserting “\$975.50”.

48. By deleting the table appearing in clause D.1.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------------|---------------------------|-----------|----------------|
| Driver of low loader with GCM over 43 tonnes—for each extra tonne ¹ | 19.3(b)(i) | 0.18 | 1.76 | per week |

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------------|---------------------------|-----------|----------------|
| Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 100 tonnes and up to 150 tonnes ¹ | 19.3(b)(ii) | 2.18 | 21.27 | per week |
| Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 150 tonnes and up to 200 tonnes ¹ | 19.3(b)(ii) | 2.09 | 20.39 | per week |
| Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes between 200 and 300 tonnes ¹ | 19.3(b)(ii) | 2.04 | 19.90 | per week |
| Leading hand (except leading loader) in charge of—3 to 10 employees | 19.3(c) | 4.72 | 46.04 | per week |
| Leading hand (except leading loader) in charge of—11 to 20 employees | 19.3(c) | 7.03 | 68.58 | per week |
| Leading hand (except leading loader) in charge of—More than 20 employees | 19.3(c) | 8.93 | 87.11 | per week |
| Motor vehicle—length in excess of legislated limit | 19.3(d)(i) | 0.46 | 4.49 | per day |
| Motor vehicle—truck loading crane mounted on vehicle | 19.3(d)(ii) | 0.46 | 4.49 | per day |
| Motor vehicle—side-lifter crane mounted on vehicle | 19.3(d)(iii) | 0.46 | 4.49 | per day |
| Motor vehicle—width (and/or load) in excess of 3.5m | 19.3(d)(iv) | 0.46 | 4.49 | per day |

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Furniture carter allowance | 19.3(d)(v) | 2.59 | 25.27 | per week |
| Livestock carter allowance | 19.3(d)(vi) | 2.59 | 25.27 | per week |
| Sanitary vehicle allowance | 19.3(d)(vii) | 2.92 | 28.48 | per week |
| Garbage collection allowance | 19.3(d)(viii) | 2.39 | 23.31 | per week |
| Driver-salesperson allowance | 19.3(d)(ix) | 2.19 | 21.36 | per week |
| Carbon black allowance | 19.3(d)(x) | 0.28 | 2.73 | per day |
| Offensive material allowance | 19.3(d)(xi) | 0.36 | 3.51 | per day |
| Dirty material allowance | 19.3(d)(xii) | 0.06 | 0.59 | per hour |
| Tar handling allowance | 19.3(d)(xiii) | 0.45 | 4.39 | per week |
| Coffin handling allowance | 19.3(d)(xiv) | 0.38 | 3.71 | per coffin |
| Money handling allowance—Up to \$20 | 19.3(e) | 0.23 | 2.24 | per week |
| Money handling allowance—Over \$20 but not exceeding \$200 | 19.3(e) | 0.45 | 4.39 | per week |
| Money handling allowance—Over \$200 but not exceeding \$600 | 19.3(e) | 0.77 | 7.51 | per week |
| Money handling allowance—Over \$600 but not exceeding \$1000 | 19.3(e) | 1.0 | 9.76 | per week |
| Money handling allowance—Over \$1000 but not exceeding \$1200 | 19.3(e) | 1.41 | 13.75 | per week |
| Money handling allowance—Over \$1200 but not exceeding \$1600 | 19.3(e) | 2.18 | 21.27 | per week |
| Money handling allowance—Over \$1600 but not exceeding \$2000 | 19.3(e) | 2.41 | 23.51 | per week |
| Money handling allowance—Over \$2000 | 19.3(e) | 2.74 | 26.73 | per week |
| Bulk dangerous goods allowance | 19.3(f)(i) | 2.37 | 23.12 | per day |

| Allowance | Clause | % of standard rate | \$ | Payable |
|------------------------------------|---------------|---------------------------|-----------|----------------|
| Packaged dangerous goods allowance | 19.3(f)(ii) | 0.99 | 9.66 | per day |
| First aid allowance | 19.3(g) | 1.6 | 15.61 | 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