



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2024–25 (C2025/1)

### TRANSPORT (CASH IN TRANSIT) AWARD 2020 [MA000042]

Road transport industry

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

SYDNEY, XX JUNE 2025

#### *Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Escort	998.10	26.27
Non-armoured (soft skin) vehicle operator	998.10	26.27
Armoured vehicle operator	1009.60	26.57
Crew leader	1055.30	27.77

2. By deleting the year “2024” in clause 16.4(b) and inserting “2025”.
3. By deleting the amount “\$67.99” appearing in clause 18.2(b)(i) and inserting “\$70.37”.

4. By deleting the amount “\$56.38” appearing in clause 18.2(c)(i) and inserting “\$58.35”.
5. By deleting the amount “\$15.61” appearing in clause 18.2(d) and inserting “\$16.15”.
6. By deleting the amount “\$8.78” appearing in clause 18.2(e) and inserting “\$9.09”.
7. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Overtime outside ordinary hours</b>		<b>Sunday</b>	<b>Public holiday</b>
		<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Escort	28.12	42.18	56.24	56.24	70.30
Non-armoured (soft skin) vehicle operator	28.12	42.18	56.24	56.24	70.30
Armoured vehicle operator	28.42	42.63	56.84	56.84	71.05
Crew leader	29.62	44.43	59.24	59.24	74.05

8. By deleting the table appearing in clause A.2.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Rotating after-noon</b>	<b>Permanent or permanently working alternate shifts</b>		<b>Rotating night</b>	<b>Non continuous afternoon or night<sup>1</sup></b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
			<b>On after-noon</b>	<b>On night</b>		<b>First 3 hours</b>	<b>After 3 hours</b>			
	<b>% of ordinary hourly rate<sup>2</sup></b>									
	<b>100%</b>	<b>115%</b>	<b>117.5%</b>	<b>130%</b>	<b>120%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Escort	28.12	32.34	33.04	36.56	33.74	42.18	56.24	42.18	56.24	70.30
Non-armoured (soft skin) vehicle operator	28.12	32.34	33.04	36.56	33.74	42.18	56.24	42.18	56.24	70.30

	Ordinary hours	Rotating after-noon	Permanent or permanently working alternate shifts		Rotating night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
			On after-noon	On night		First 3 hours	After 3 hours			
	% of ordinary hourly rate <sup>2</sup>									
	100%	115%	117.5%	130%	120%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Armoured vehicle operator	28.42	32.68	33.39	36.95	34.10	42.63	56.84	42.63	56.84	71.05
Crew leader	29.62	34.06	34.80	38.51	35.54	44.43	59.24	44.43	59.24	74.05

9. By deleting the table appearing in clause A.2.3 and inserting the following:

	Overtime		Public holiday	Unrelieved employees	
	First 2 hours	After 2 hours		First 3 hours	After 3 hours
	% of ordinary hourly rate <sup>1</sup>				
	150%	200%	250%	150%	200%
	\$	\$	\$	\$	\$
Escort	42.18	56.24	70.30	42.18	56.24
Non-armoured (soft skin) vehicle operator	42.18	56.24	70.30	42.18	56.24
Armoured vehicle operator	42.63	56.84	71.05	42.63	56.84
Crew leader	44.43	59.24	74.05	44.43	59.24

10. By deleting the table appearing in clause A.3.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of ordinary hourly rate <sup>1</sup>		
	125%	225%	275%
	\$	\$	\$
Escort	35.15	63.27	77.33
Non-armoured (soft skin) vehicle operator	35.15	63.27	77.33

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Armoured vehicle operator	35.53	63.95	78.16
Crew leader	37.03	66.65	81.46

11. By deleting the table appearing in clause A.3.2 and inserting the following:

	Ordinary hours	Rotating afternoon	Permanent or permanently working alternate shifts		Rotating night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
			On afternoon	On night		First 3 hours	After 3 hours			
	% of ordinary hourly rate <sup>2</sup>									
	125%	140%	142.5%	155%	145%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Escort	35.15	39.37	40.07	43.59	40.77	49.21	63.27	49.21	63.27	77.33
Non-armoured (soft skin) vehicle operator	35.15	39.37	40.07	43.59	40.77	49.21	63.27	49.21	63.27	77.33
Armoured vehicle operator	35.53	39.79	40.50	44.05	41.21	49.74	63.95	49.74	63.95	78.16
Crew leader	37.03	41.47	42.21	45.91	42.95	51.84	66.65	51.84	66.65	81.46

12. By deleting the amount “\$975.50” appearing in clause B.1.1 and inserting “\$1009.60”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance <sup>1</sup>	18.2(b)	6.97	70.37	per week
Mobile cash unit allowance <sup>1</sup>	18.2(c)	5.78	58.35	per week
First aid allowance	18.2(d)	1.6	16.15	per week
ATM allowance	18.2(e)	0.9	9.09	per day

B. This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT