



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22 (C2022/1)

VEHICLE REPAIR, SERVICES AND RETAIL AWARD 2020 [MA000089]

Vehicle industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- 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 | 812.60 | 21.38 |
| Vehicle RS&R industry employee—Level 2 | R2 | 834.80 | 21.97 |
| Vehicle RS&R industry employee—Level 3 | R3 | 865.20 | 22.77 |

Draft determination amended 26 June 2022 to correct the last column of item A.51.

| Employee classification | Wage group level | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|-------------------------|---|----------------------------|
| | | \$ | \$ |
| Vehicle RS&R industry employee—Level 4 | R4 | 893.60 | 23.52 |
| Vehicle RS&R industry employee—Level 5 | R5 | 914.90 | 24.08 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | R6 | 940.90 | 24.76 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | R7 | 1029.40 | 27.09 |

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 | 893.50 | 23.51 |
| Lifting capacity in excess of 4500kg | 893.50 | 23.51 |
| Driver—mobile crane: | | |
| Lifting capacity up to 10 tonnes | 893.50 | 23.51 |
| Lifting capacity in excess of 10 tonnes | 893.50 | 23.51 |
| Driver—commercial vehicle used in the course of the employer’s business: | | |
| Makers capacity of 3 tonnes or less | 893.50 | 23.51 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 893.50 | 23.51 |
| Driver—articulated vehicle: | | |
| Makers capacity up to and including 10 tonnes | 927.10 | 24.40 |
| Driver—tow truck: | | |
| Class 1 | 893.50 | 23.51 |

| | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---------------|---|----------------------------|
| | \$ | \$ |
| Class 2 and 3 | 893.50 | 23.51 |
| Class 4 | 940.90 | 24.76 |

3. By deleting the amount "\$1.71" appearing in clause 16.4(a)(i) and inserting "\$1.79".
4. By deleting the amount "\$2.22" appearing in clause 16.4(a)(ii) and inserting "\$2.32".
5. By deleting the amount "\$4.00" appearing in clause 16.4(a)(iii) and inserting "\$4.19".
6. By deleting the amount "\$1.62" appearing in clause 16.4(b) and inserting "\$1.69".
7. By deleting the amount "\$22.67" appearing in clause 16.4(c) and inserting "\$23.71".
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 |
|--------------------|--------------------------|---|--------------------|
| 16 years and under | 47.5 | 385.99 | 10.16 |
| 17 years | 50.0 | 406.30 | 10.69 |
| 18 years | 62.5 | 507.88 | 13.37 |
| 19 years | 75.0 | 609.45 | 16.04 |
| 20 years | 87.5 | 711.03 | 18.71 |

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 |
|--------------------|--------------------------|---|--------------------|
| 16 years and under | 47.5 | 424.46 | 11.17 |
| 17 years | 50.0 | 446.80 | 11.76 |
| 18 years | 62.5 | 558.50 | 14.70 |
| 19 years | 75.0 | 670.20 | 17.64 |
| 20 years | 87.5 | 781.90 | 20.58 |

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% | 470.45 | 55% | 517.50 |
| Stage 2 or 2nd year | 60% | 564.54 | 65% | 611.59 |
| Stage 3 or 3rd year | 75% | 705.68 | 75% | 705.68 |
| Stage 4 or 4th year | 88% | 827.99 | 88% | 827.99 |

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 | 752.72 |
| Stage 2 or 2nd year | Vehicle industry RS&R employee—Level 1 | 812.60 |
| Stage 3 or 3rd year | Vehicle industry RS&R employee—Level 2 | 834.80 |
| Stage 4 or 4th year | Vehicle industry RS&R employee—Level 3 | 865.20 |
| Thereafter | Vehicle industry RS&R employee—tradesperson or equivalent—Level R6 | 940.90 |

12. By deleting the year “2021” in clause 16.13(b) and inserting “2022”.

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 | 40.84 |
| More than 10 and not more than 20 employees | 61.53 |
| More than 20 employees | 78.19 |

14. By deleting the amount "\$17.99" appearing in clause 18.3 and inserting "\$18.82".

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

| Amount handled | \$ per week |
|-------------------------------------|--------------------|
| Up to \$20 | 1.90 |
| Over \$20 but not exceeding \$200 | 3.48 |
| Over \$200 but not exceeding \$600 | 6.60 |
| Over \$600 but not exceeding \$1000 | 8.37 |
| Over \$1000 | 11.83 |

16. By deleting the amount "\$0.87" appearing in clause 18.5(a) and inserting "\$0.91".
17. By deleting the amount "\$0.68" appearing in clause 18.6(a) and inserting "\$0.71".
18. By deleting the amount "\$2.65" wherever it appears in clause 18.6(b) and inserting "\$2.77".
19. By deleting the amount "\$0.68" appearing in clause 18.7(a)(i) and inserting "\$0.71".
20. By deleting the amount "\$0.87" appearing in clause 18.7(a)(ii) and inserting "\$0.91".
21. By deleting the amount "\$0.61" appearing in clause 18.8(a) and inserting "\$0.63".
22. By deleting the amount "\$0.87" appearing in clause 18.9 and inserting "\$0.91".
23. By deleting the amount "\$0.68" appearing in clause 18.10 and inserting "\$0.71".
24. By deleting the amount "\$0.68" appearing in clause 18.11 and inserting "\$0.71".
25. By deleting the amount "\$1.02" appearing in clause 18.12 and inserting "\$1.06".
26. By deleting the amount "\$1.00" appearing in clause 18.13 and inserting "\$1.05".
27. By deleting the amount "\$2.61" appearing in clause 18.14 and inserting "\$2.73".
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 payment¹ | |
|----------------------|---------------------------|-----------|---|-----------|--|-----------|
| | % of relevant rate | \$ | % of relevant rate | \$ | % of relevant rate | \$ |
| Duties of a driveway | 131.75% R1 | 28.17 | 171.87% R1 | 36.75 | 73.40% R1 | 15.70 |

| | Monday to Friday | | Saturdays, Sundays and public holidays | | Overtime—additional payment ¹ | |
|---|--------------------|-------|--|-------|--|-------|
| | % of relevant rate | \$ | % of relevant rate | \$ | % of relevant rate | \$ |
| attendant | | | | | | |
| Duties of a roadhouse attendant required to cook takeaway foods | 131.75% R2 | 28.94 | 171.87% R2 | 37.76 | 73.40% R2 | 16.12 |
| Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals | 131.75% R4 | 30.98 | 171.87% R4 | 40.42 | 73.40% R4 | 17.26 |

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

| | 19 years | 18 years | 17 years | 16 years & under |
|---|------------|--------------|------------|------------------|
| Percentage of adult casual rate | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ |
| Monday to Friday | 21.13 | 17.61 | 14.09 | 13.38 |
| Saturdays, Sundays and public holidays | 27.56 | 22.97 | 18.38 | 17.46 |
| 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 | 11.78 | 9.81 | 7.85 | 7.46 |

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

| | 19 years | 18 years | 17 years | 16 years & under |
|---|-----------------|-----------------|-----------------|---------------------------------|
| Percentage of adult casual rate | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ |
| Monday to Friday | 21.71 | 18.09 | 14.47 | 13.75 |
| Saturdays, Sundays and public holidays | 28.32 | 23.60 | 18.88 | 17.94 |
| 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 | 12.09 | 10.08 | 8.06 | 7.66 |

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

| | 19 years | 18 years | 17 years | 16 years & under |
|---|-----------------|-----------------|-----------------|---------------------------------|
| Percentage of adult casual rate | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ |
| Monday to Friday | 23.24 | 19.36 | 15.49 | 14.72 |
| Saturdays, Sundays and public holidays | 30.32 | 25.26 | 20.21 | 19.20 |
| 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 | 12.95 | 10.79 | 8.63 | 8.20 |

32. By deleting the amount "\$179.90" appearing in clause 28.3(c)(i) and inserting "\$188.18".

33. By deleting the amount "\$89.95" appearing in clause 28.3(c)(ii) and inserting "\$94.09".

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 | 21.38 | 32.07 | 42.76 | 53.45 |
| Vehicle RS&R industry employee—Level 2 | 21.97 | 32.96 | 43.94 | 54.93 |
| Vehicle RS&R industry employee—Level 3 | 22.77 | 34.16 | 45.54 | 56.93 |
| Vehicle RS&R industry employee—Level 4 | 23.52 | 35.28 | 47.04 | 58.80 |
| Vehicle RS&R industry employee—Level 5 | 24.08 | 36.12 | 48.16 | 60.20 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | 24.76 | 37.14 | 49.52 | 61.90 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 27.09 | 40.64 | 54.18 | 67.73 |
| Driver—forklift: | | | | |
| Lifting capacity up to 4500kg | 23.51 | 35.27 | 47.02 | 58.78 |
| Lifting capacity in excess of 4500kg | 23.51 | 35.27 | 47.02 | 58.78 |
| Driver—mobile crane: | | | | |
| Lifting capacity up to 10 tonnes | 23.51 | 35.27 | 47.02 | 58.78 |
| Lifting capacity in excess of 10 tonnes | 23.51 | 35.27 | 47.02 | 58.78 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | |
| Makers capacity of 3 tonnes or less | 23.51 | 35.27 | 47.02 | 58.78 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 23.51 | 35.27 | 47.02 | 58.78 |

| 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 | 24.40 | 36.60 | 48.80 | 61.00 |
| Driver—tow truck: | | | | |
| Class 1 | 23.51 | 35.27 | 47.02 | 58.78 |
| Class 2 and 3 | 23.51 | 35.27 | 47.02 | 58.78 |
| Class 4 | 24.76 | 37.14 | 49.52 | 61.90 |

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 | 25.23 | 27.79 | 25.66 | 24.05 | 32.07 |
| Vehicle RS&R industry employee—Level 2 | 25.92 | 28.56 | 26.36 | 24.72 | 32.96 |
| Vehicle RS&R industry employee—Level 3 | 26.87 | 29.60 | 27.32 | 25.62 | 34.16 |
| Vehicle RS&R industry employee—Level 4 | 27.75 | 30.58 | 28.22 | 26.46 | 35.28 |

| 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 | 28.41 | 31.30 | 28.90 | 27.09 | 36.12 |
| Vehicle RS&R industry employee— tradesperson or equivalent Level I | 29.22 | 32.19 | 29.71 | 27.86 | 37.14 |
| Vehicle RS&R industry employee— tradesperson or equivalent Level II | 31.97 | 35.22 | 32.51 | 30.48 | 40.64 |
| Driver— forklift: | | | | | |
| Lifting capacity up to 4500kg | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Lifting capacity in excess of 4500kg | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Driver— mobile crane: | | | | | |
| Lifting capacity up to 10 tonnes | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Lifting capacity in excess of 10 tonnes | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |

| 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 | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Driver—articulated vehicle: | | | | | |
| Makers capacity up to and including 10 tonnes | 28.79 | 31.72 | 29.28 | 27.45 | 36.60 |
| Driver—tow truck: | | | | | |
| Class 1 | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Class 2 and 3 | 27.74 | 30.56 | 28.21 | 26.45 | 35.27 |
| Class 4 | 29.22 | 32.19 | 29.71 | 27.86 | 37.14 |

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 | 32.07 | 42.76 | 42.76 | 53.45 |
| Vehicle RS&R industry employee—Level 2 | 32.96 | 43.94 | 43.94 | 54.93 |
| Vehicle RS&R industry employee—Level 3 | 34.16 | 45.54 | 45.54 | 56.93 |
| Vehicle RS&R industry employee—Level 4 | 35.28 | 47.04 | 47.04 | 58.80 |
| Vehicle RS&R industry employee—Level 5 | 36.12 | 48.16 | 48.16 | 60.20 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | 37.14 | 49.52 | 49.52 | 61.90 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 40.64 | 54.18 | 54.18 | 67.73 |
| Driver—forklift: | | | | |
| Lifting capacity up to 4500kg | 35.27 | 47.02 | 47.02 | 58.78 |
| Lifting capacity in excess of 4500kg | 35.27 | 47.02 | 47.02 | 58.78 |
| Driver—mobile crane: | | | | |
| Lifting capacity up to 10 tonnes | 35.27 | 47.02 | 47.02 | 58.78 |
| Lifting capacity in excess of 10 tonnes | 35.27 | 47.02 | 47.02 | 58.78 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | |
| Makers capacity of 3 tonnes or less | 35.27 | 47.02 | 47.02 | 58.78 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 35.27 | 47.02 | 47.02 | 58.78 |

| Employee classification | Monday to Saturday | | Sunday | Public holidays |
|---|--------------------------|---------------|--------|-----------------|
| | First 3 hours | After 3 hours | | |
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Driver—articulated vehicle: | | | | |
| Makers capacity up to and including 10 tonnes | 36.60 | 48.80 | 48.80 | 61.00 |
| Driver—tow truck: | | | | |
| Class 1 | 35.27 | 47.02 | 47.02 | 58.78 |
| Class 2 and 3 | 35.27 | 47.02 | 47.02 | 58.78 |
| Class 4 | 37.14 | 49.52 | 49.52 | 61.90 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 10.16 | 15.24 | 20.32 | 25.40 |
| 17 years | 10.69 | 16.04 | 21.38 | 26.73 |
| 18 years | 13.37 | 20.06 | 26.74 | 33.43 |
| 19 years | 16.04 | 24.06 | 32.08 | 40.10 |
| 20 years | 18.71 | 28.07 | 37.42 | 46.78 |

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 shifts¹ | 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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 11.99 | 13.21 | 12.19 | 11.43 | 15.24 |
| 17 years | 12.61 | 13.90 | 12.83 | 12.03 | 16.04 |
| 18 years | 15.78 | 17.38 | 16.04 | 15.04 | 20.06 |
| 19 years | 18.93 | 20.85 | 19.25 | 18.05 | 24.06 |
| 20 years | 22.08 | 24.32 | 22.45 | 21.05 | 28.07 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 15.24 | 20.32 | 20.32 | 25.40 |
| 17 years | 16.04 | 21.38 | 21.38 | 26.73 |
| 18 years | 20.06 | 26.74 | 26.74 | 33.43 |
| 19 years | 24.06 | 32.08 | 32.08 | 40.10 |
| 20 years | 28.07 | 37.42 | 37.42 | 46.78 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 11.17 | 16.76 | 22.34 | 27.93 |
| 17 years | 11.76 | 17.64 | 23.52 | 29.40 |
| 18 years | 14.70 | 22.05 | 29.40 | 36.75 |
| 19 years | 17.64 | 26.46 | 35.28 | 44.10 |
| 20 years | 20.58 | 30.87 | 41.16 | 51.45 |

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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 13.18 | 14.52 | 13.40 | 12.57 | 16.76 |
| 17 years | 13.88 | 15.29 | 14.11 | 13.23 | 17.64 |
| 18 years | 17.35 | 19.11 | 17.64 | 16.54 | 22.05 |
| 19 years | 20.82 | 22.93 | 21.17 | 19.85 | 26.46 |
| 20 years | 24.28 | 26.75 | 24.70 | 23.15 | 30.87 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 16.76 | 22.34 | 22.34 | 27.93 |
| 17 years | 17.64 | 23.52 | 23.52 | 29.40 |
| 18 years | 22.05 | 29.40 | 29.40 | 36.75 |
| 19 years | 26.46 | 35.28 | 35.28 | 44.10 |
| 20 years | 30.87 | 41.16 | 41.16 | 51.45 |

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 | 16.46 | 24.69 | 32.92 | 41.15 |
| 19 years | 18.81 | 28.22 | 37.62 | 47.03 |
| Drivers of tow trucks – class 4 | | | | |
| Under 19 years | 17.33 | 26.00 | 34.66 | 43.33 |
| 19 years | 19.81 | 29.72 | 39.62 | 49.53 |

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 shifts¹ | 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 | 19.42 | 21.40 | 19.75 | 18.52 | 24.69 |
| 19 years | 22.20 | 24.45 | 22.57 | 21.16 | 28.22 |
| Drivers of tow trucks – class 4 | | | | | |
| Under 19 years | 20.45 | 22.53 | 20.80 | 19.50 | 26.00 |
| 19 years | 23.38 | 25.75 | 23.77 | 22.29 | 29.72 |

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 | 24.69 | 32.92 | 32.92 | 41.15 |
| 19 years | 28.22 | 37.62 | 37.62 | 47.03 |
| Drivers of tow trucks – class 4 | | | | |
| Under 19 years | 26.00 | 34.66 | 34.66 | 43.33 |
| 19 years | 29.72 | 39.62 | 39.62 | 49.53 |

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 | 26.73 | 32.07 | 37.42 | 48.11 | 58.80 |
| Vehicle RS&R industry employee—Level 2 | 27.46 | 32.96 | 38.45 | 49.43 | 60.42 |
| Vehicle RS&R industry employee—Level 3 | 28.46 | 34.16 | 39.85 | 51.23 | 62.62 |
| Vehicle RS&R industry employee—Level 4 | 29.40 | 35.28 | 41.16 | 52.92 | 64.68 |
| Vehicle RS&R industry employee—Level 5 | 30.10 | 36.12 | 42.14 | 54.18 | 66.22 |

| 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—tradesperson or equivalent Level I | 30.95 | 37.14 | 43.33 | 55.71 | 68.09 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 33.86 | 40.64 | 47.41 | 60.95 | 74.50 |
| Driver—forklift: | | | | | |
| Lifting capacity up to 4500kg | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Lifting capacity in excess of 4500kg | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Driver—mobile crane: | | | | | |
| Lifting capacity up to 10 tonnes | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Lifting capacity in excess of 10 tonnes | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | | |
| Makers capacity of 3 tonnes or less | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Driver—articulated vehicle: | | | | | |
| Makers capacity up to and including 10 tonnes | 30.50 | 36.60 | 42.70 | 54.90 | 67.10 |
| Driver—tow truck: | | | | | |
| Class 1 | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Class 2 and 3 | 29.39 | 35.27 | 41.14 | 52.90 | 64.65 |
| Class 4 | 30.95 | 37.14 | 43.33 | 55.71 | 68.09 |

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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 12.70 | 15.24 | 17.78 | 22.86 | 27.94 |
| 17 years | 13.36 | 16.04 | 18.71 | 24.05 | 29.40 |
| 18 years | 16.71 | 20.06 | 23.40 | 30.08 | 36.77 |
| 19 years | 20.05 | 24.06 | 28.07 | 36.09 | 44.11 |
| 20 years | 23.39 | 28.07 | 32.74 | 42.10 | 51.45 |

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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 13.96 | 16.76 | 19.55 | 25.13 | 30.72 |
| 17 years | 14.70 | 17.64 | 20.58 | 26.46 | 32.34 |
| 18 years | 18.38 | 22.05 | 25.73 | 33.08 | 40.43 |
| 19 years | 22.05 | 26.46 | 30.87 | 39.69 | 48.51 |
| 20 years | 25.73 | 30.87 | 36.02 | 46.31 | 56.60 |

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 | 20.58 | 24.69 | 28.81 | 37.04 | 45.27 |
| 19 years | 23.51 | 28.22 | 32.92 | 42.32 | 51.73 |
| Drivers of tow trucks – class 4 | | | | | |
| Under 19 years | 21.66 | 26.00 | 30.33 | 38.99 | 47.66 |
| 19 years | 24.76 | 29.72 | 34.67 | 44.57 | 54.48 |

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 | 21.38 | 32.07 | 32.07 | 42.76 |
| RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 21.97 | 32.96 | 32.96 | 43.94 |
| RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator | 23.52 | 35.28 | 35.28 | 47.04 |

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 shifts ¹ | Afternoon or night shift that does not continue for at least 5 successive shifts |
|---|----------------------|------------------|--|-------------------------------------|--|
| | | | | | |
| | 118% | 130% | 120% | 112.5% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| RS&R Level 1 Driveway attendant | 25.23 | 27.79 | 25.66 | 24.05 | 32.07 |
| RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 25.92 | 28.56 | 26.36 | 24.72 | 32.96 |
| RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator | 27.75 | 30.58 | 28.22 | 26.46 | 35.28 |

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 | 32.07 | 42.76 | 42.76 | 42.76 |
| RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 32.96 | 43.94 | 43.94 | 43.94 |

| 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 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator | 35.28 | 47.04 | 47.04 | 47.04 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 10.16 | 15.24 | 15.24 | 20.32 |
| 17 years | 10.69 | 16.04 | 16.04 | 21.38 |
| 18 years | 13.37 | 20.06 | 20.06 | 26.74 |
| 19 years | 16.04 | 24.06 | 24.06 | 32.08 |
| 20 years | 18.71 | 28.07 | 28.07 | 37.42 |

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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 11.99 | 13.21 | 12.19 | 11.43 | 15.24 |
| 17 years | 12.61 | 13.90 | 12.83 | 12.03 | 16.04 |
| 18 years | 15.78 | 17.38 | 16.04 | 15.04 | 20.06 |
| 19 years | 18.93 | 20.85 | 19.25 | 18.05 | 24.06 |
| 20 years | 22.08 | 24.32 | 22.45 | 21.05 | 28.07 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 15.24 | 20.32 | 20.32 | 20.32 |
| 17 years | 16.04 | 21.38 | 21.38 | 21.38 |
| 18 years | 20.06 | 26.74 | 26.74 | 26.74 |
| 19 years | 24.06 | 32.08 | 32.08 | 32.08 |
| 20 years | 28.07 | 37.42 | 37.42 | 37.42 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 11.17 | 16.76 | 16.76 | 22.34 |
| 17 years | 11.76 | 17.64 | 17.64 | 23.52 |
| 18 years | 14.70 | 22.05 | 22.05 | 29.40 |
| 19 years | 17.64 | 26.46 | 26.46 | 35.28 |
| 20 years | 20.58 | 30.87 | 30.87 | 41.16 |

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% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 13.18 | 14.52 | 13.40 | 12.57 | 16.76 |
| 17 years | 13.88 | 15.29 | 14.11 | 13.23 | 17.64 |
| 18 years | 17.35 | 19.11 | 17.64 | 16.54 | 22.05 |
| 19 years | 20.82 | 22.93 | 21.17 | 19.85 | 26.46 |
| 20 years | 24.28 | 26.75 | 24.70 | 23.15 | 30.87 |

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% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 16.76 | 22.34 | 22.34 | 22.34 |
| 17 years | 17.64 | 23.52 | 23.52 | 23.52 |
| 18 years | 22.05 | 29.40 | 29.40 | 29.40 |
| 19 years | 26.46 | 35.28 | 35.28 | 35.28 |
| 20 years | 30.87 | 41.16 | 41.16 | 41.16 |

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

| | 20 years & over | 19 years | 18 years | 17 years | 16 years & under |
|---|------------------------|------------|--------------|------------|------------------|
| | % of adult rate | | | | |
| | 100% | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ | \$ |
| Monday to Friday | 28.17 | 21.13 | 17.61 | 14.09 | 13.38 |
| Saturdays, Sundays and public holidays | 36.75 | 27.56 | 22.97 | 18.38 | 17.46 |
| 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 | 15.70 | 11.78 | 9.81 | 7.85 | 7.46 |

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

| | 20 years & over | 19 years | 18 years | 17 years | 16 years & under |
|---|----------------------------|-----------------|-----------------|-----------------|-----------------------------|
| | % of adult rate | | | | |
| | 100% | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ | \$ |
| Monday to Friday | 28.94 | 21.71 | 18.09 | 14.47 | 13.75 |
| Saturdays, Sundays and public holidays | 37.76 | 28.32 | 23.60 | 18.88 | 17.94 |
| 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 | 16.12 | 12.09 | 10.08 | 8.06 | 7.66 |

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

| | 20 years & over | 19 years | 18 years | 17 years | 16 years & under |
|---|----------------------------|-----------------|-----------------|-----------------|-----------------------------|
| | % of adult rate | | | | |
| | 100% | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ | \$ |
| Monday to Friday | 30.98 | 23.24 | 19.36 | 15.49 | 14.72 |
| Saturdays, Sundays and public holidays | 40.42 | 30.32 | 25.26 | 20.21 | 19.20 |
| 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 | 17.26 | 12.95 | 10.79 | 8.63 | 8.20 |

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 | 12.38 | 18.57 | 24.76 | 30.95 |
| Stage 2 or 2nd year | 14.86 | 22.29 | 29.72 | 37.15 |
| Stage 3 or 3rd year | 18.57 | 27.86 | 37.14 | 46.43 |
| Stage 4 or 4th year | 21.79 | 32.69 | 43.58 | 54.48 |
| Has completed year 12 | | | | |
| Stage 1 or 1st year | 13.62 | 20.43 | 27.24 | 34.05 |
| Stage 2 or 2nd year | 16.09 | 24.14 | 32.18 | 40.23 |
| Stage 3 or 3rd year | 18.57 | 27.86 | 37.14 | 46.43 |
| Stage 4 or 4th year | 21.79 | 32.69 | 43.58 | 54.48 |

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 shifts¹ | 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 | 14.61 | 16.09 | 14.86 | 13.93 | 18.57 |
| Stage 2 or 2nd year | 17.53 | 19.32 | 17.83 | 16.72 | 22.29 |
| Stage 3 or 3rd year | 21.91 | 24.14 | 22.28 | 20.89 | 27.86 |
| Stage 4 or 4th year | 25.71 | 28.33 | 26.15 | 24.51 | 32.69 |
| Has completed year 12 | | | | | |
| Stage 1 or 1st year | 16.07 | 17.71 | 16.34 | 15.32 | 20.43 |
| Stage 2 or 2nd year | 18.99 | 20.92 | 19.31 | 18.10 | 24.14 |
| Stage 3 or 3rd year | 21.91 | 24.14 | 22.28 | 20.89 | 27.86 |
| Stage 4 or 4th year | 25.71 | 28.33 | 26.15 | 24.51 | 32.69 |

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 | 18.57 | 24.76 | 24.76 | 30.95 |
| Stage 2 or 2nd year | 22.29 | 29.72 | 29.72 | 37.15 |
| Stage 3 or 3rd year | 27.86 | 37.14 | 37.14 | 46.43 |
| Stage 4 or 4th year | 32.69 | 43.58 | 43.58 | 54.48 |
| Has completed year 12 | | | | |
| Stage 1 or 1st year | 20.43 | 27.24 | 27.24 | 34.05 |
| Stage 2 or 2nd year | 24.14 | 32.18 | 32.18 | 40.23 |
| Stage 3 or 3rd year | 27.86 | 37.14 | 37.14 | 46.43 |
| Stage 4 or 4th year | 32.69 | 43.58 | 43.58 | 54.48 |

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 | 19.81 | 29.72 | 39.62 | 49.53 |
| Stage 2 or 2nd year | 21.38 | 32.07 | 42.76 | 53.45 |
| Stage 3 or 3rd year | 21.97 | 32.96 | 43.94 | 54.93 |
| Stage 4 or 4th year | 22.77 | 34.16 | 45.54 | 56.93 |
| Thereafter | 24.76 | 37.14 | 49.52 | 61.90 |

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 | 23.38 | 25.75 | 23.77 | 22.29 | 29.72 |
| Stage 2 or 2nd year | 25.23 | 27.79 | 25.66 | 24.05 | 32.07 |
| Stage 3 or 3rd year | 25.92 | 28.56 | 26.36 | 24.72 | 32.96 |
| Stage 4 or 4th year | 26.87 | 29.60 | 27.32 | 25.62 | 34.16 |
| Thereafter | 29.22 | 32.19 | 29.71 | 27.86 | 37.14 |

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 | 29.72 | 39.62 | 39.62 | 49.53 |
| Stage 2 or 2nd year | 32.07 | 42.76 | 42.76 | 53.45 |
| Stage 3 or 3rd year | 32.96 | 43.94 | 43.94 | 54.93 |
| Stage 4 or 4th year | 34.16 | 45.54 | 45.54 | 56.93 |
| Thereafter | 37.14 | 49.52 | 49.52 | 61.90 |

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) | 23.52 | 29.40 | 47.04 | 64.68 |
| RS&R Level 6 Vehicle salesperson (more than 6 months experience) | 24.76 | 30.95 | 49.52 | 68.09 |

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 | | | | |
| 16 years and under | 10.16 | 12.70 | 20.32 | 27.94 |
| 17 years | 10.69 | 13.36 | 21.38 | 29.40 |
| 18 years | 13.37 | 16.71 | 26.74 | 36.77 |
| 19 years | 16.04 | 20.05 | 32.08 | 44.11 |
| 20 years | 18.71 | 23.39 | 37.42 | 51.45 |
| Junior employees with more than 6 months experience | | | | |
| 16 years and under | 11.17 | 13.96 | 22.34 | 30.72 |
| 17 years | 11.76 | 14.70 | 23.52 | 32.34 |
| 18 years | 14.70 | 18.38 | 29.40 | 40.43 |

| 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 | 17.64 | 22.05 | 35.28 | 48.51 |
| 20 years | 20.58 | 25.73 | 41.16 | 56.60 |

70. By deleting the amounts “\$23.67” and “\$899.50” appearing in clause C.1.1 and inserting “\$24.76” and “\$940.90” 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 | 40.84 | per week |
| Leading hand in charge of—more than 10 and not more than 20 employees | 18.2 | - | 6.54 | 61.53 | per week |
| Leading hand in charge of—more than 20 employees | 18.2 | - | 8.31 | 78.19 | per week |
| First aid allowance | 18.3 | - | 2.0 | 18.82 | per week |
| Driver handling money—up to \$20 | 18.4(b) | 7.69 | - | 1.90 | per week |
| Driver handling money—over \$20 but not exceeding \$200 | 18.4(b) | 14.06 | - | 3.48 | per week |
| Driver handling money—over \$200 but not exceeding \$600 | 18.4(b) | 26.64 | - | 6.60 | per week |

| Allowance | Clause | % of hourly standard rate | % of weekly standard rate | \$ | Payable |
|---|---------------|----------------------------------|----------------------------------|-----------|------------------|
| Driver handling money—over \$600 but not exceeding \$1000 | 18.4(b) | 33.79 | - | 8.37 | per week |
| Driver handling money—over \$1000 | 18.4(b) | 47.79 | - | 11.83 | per week |
| Confined spaces allowance | 18.5(a) | 3.69 | - | 0.91 | per hour |
| Dirty work allowance | 18.6(a) | 2.86 | - | 0.71 | per hour |
| Dirty work—minimum per day or shift | 18.6(b) | 11.2 | - | 2.77 | per day or shift |
| Hot places allowance—temperature artificially raised to between 46 and 54°C | 18.7(a)(i) | 2.86 | - | 0.71 | per hour |
| Hot places allowance—temperature artificially raised over 54°C | 18.7(a)(ii) | 3.69 | - | 0.91 | per hour |
| Wet places allowance | 18.8(a) | 2.56 | - | 0.63 | per hour |
| Handling glass or slag wool | 18.9 | 3.69 | - | 0.91 | per hour |
| Handling garbage—vehicle driver or assistant | 18.10 | 2.86 | - | 0.71 | per hour |
| Working on uncleaned vehicle used for livestock transport | 18.11 | 2.86 | - | 0.71 | per hour |
| Slicking with carbon black and hand spraying tyres | 18.12 | 4.29 | - | 1.06 | per day |

| Allowance | Clause | % of hourly standard rate | % of weekly standard rate | \$ | Payable |
|--|---------------|----------------------------------|----------------------------------|-----------|----------------|
| Large tyre fitting—offsite | 18.13 | 4.23 | - | 1.05 | per day |
| Fork-lifts or cranes—2 or more in one lift | 18.14 | - | 0.29 | 2.73 | per day |

72. By deleting the amounts “\$23.67” and “\$899.50” appearing in clause C.2.1 and inserting “\$24.76” and “\$940.90” 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 | 1.79 | per week |
| Driver of commercial vehicle—Drawing an empty trailer | 16.4(a)(ii) | 9.36 | - | 2.32 | per day |
| Driver of commercial vehicle—Drawing a loaded trailer | 16.4(a)(iii) | 16.92 | - | 4.19 | per day |
| Driver of articulated vehicle—per additional complete tonne over 10 tonnes | 16.4(b) | - | 0.18 | 1.69 | per week |
| Driver driving—tow truck | 16.4(c) | - | 2.52 | 23.71 | per week |

B. This determination comes into operation on 1 July 2022. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2022.

PRESIDENT