



# DRAFT DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**ROAD TRANSPORT AND DISTRIBUTION AWARD 2020**  
[MA000038]

Road transport industry

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

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	907.70	23.89
Transport Worker Grade 2	929.40	24.46
Transport Worker Grade 3	940.20	24.74
Transport Worker Grade 4	956.80	25.18
Transport Worker Grade 5	968.70	25.49
Transport Worker Grade 6	979.70	25.78
Transport Worker Grade 7	993.90	26.16
Transport Worker Grade 8	1022.80	26.92

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Transport Worker Grade 9	1039.90	27.37
Transport Worker Grade 10	1065.70	28.04

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Distribution facility employee level 1	940.20	24.74
Distribution facility employee level 2	956.80	25.18
Distribution facility employee level 3	993.90	26.16
Distribution facility employee level 4	1039.90	27.37

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Transport Worker Grade 1	907.70	25.93
Transport Worker Grade 2	929.40	26.55
Transport Worker Grade 3	940.20	26.86
Transport Worker Grade 4	956.80	27.34
Transport Worker Grade 5	968.70	27.68
Transport Worker Grade 6	979.70	27.99
Transport Worker Grade 7	993.90	28.40
Transport Worker Grade 8	1022.80	29.22
Transport Worker Grade 9	1039.90	29.71
Transport Worker Grade 10	1065.70	30.45

4. By deleting the year “2022” in clause 17.6(b) and inserting “2023”.
5. By deleting the amount “\$1.60” appearing in clause 19.3(b)(i) and inserting “\$1.69”.

6. By deleting the amounts “\$19.38”, “\$18.58” and “\$18.14” appearing in clause 19.3(b)(ii) and inserting “\$20.50”, “\$19.65” and “\$19.18” respectively.

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

<b>An employee appointed as a leading hand in charge of:</b>	<b>\$ per week</b>
3–10 employees	44.38
11–20 employees	66.10
More than 20 employees	83.96

8. By deleting the amount “\$4.09” appearing in clause 19.3(d)(i) and inserting “\$4.32”.

9. By deleting the amount “\$4.09” appearing in clause 19.3(d)(ii) and inserting “\$4.32”.

10. By deleting the amount “\$4.09” appearing in clause 19.3(d)(iii) and inserting “\$4.32”.

11. By deleting the amount “\$4.09” appearing in clause 19.3(d)(iv) and inserting “\$4.32”.

12. By deleting the amount “\$23.03” appearing in clause 19.3(d)(v) and inserting “\$24.35”.

13. By deleting the amount “\$23.03” appearing in clause 19.3(d)(vi) and inserting “\$24.35”.

14. By deleting the amount “\$25.96” appearing in clause 19.3(d)(vii) and inserting “\$27.45”.

15. By deleting the amount “\$21.25” appearing in clause 19.3(d)(viii) and inserting “\$22.47”.

16. By deleting the amount “\$19.47” appearing in clause 19.3(d)(ix) and inserting “\$20.59”.

17. By deleting the amount “\$2.49” appearing in clause 19.3(d)(x) and inserting “\$2.63”.

18. By deleting the amount “\$3.20” appearing in clause 19.3(d)(xi) and inserting “\$3.38”.

19. By deleting the amount “\$0.53” appearing in clause 19.3(d)(xii) and inserting “\$0.56”.

20. By deleting the amount “\$4.00” appearing in clause 19.3(d)(xiii) and inserting “\$4.23”.

21. By deleting the amount “\$3.38” appearing in clause 19.3(d)(xiv) and inserting “\$3.57”.

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

<b>For any amount handled:</b>	<b>\$ per week</b>
Up to \$20	2.16
Over \$20 but not exceeding \$200	4.23
Over \$200 but not exceeding \$600	7.24
Over \$600 but not exceeding \$1000	9.40
Over \$1000 but not exceeding \$1200	13.26
Over \$1200 but not exceeding \$1600	20.50
Over \$1600 but not exceeding \$2000	22.66
Over \$2000	25.76

23. By deleting the amount “\$21.07” appearing in clause 19.3(f)(i) and inserting “\$22.28”.

24. By deleting the amount “\$8.80” appearing in clause 19.3(f)(ii) and inserting “\$9.31”.

25. By deleting the amount “\$14.23” appearing in clause 19.3(g) and inserting “\$15.04”.

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

	Ordinary hours	Early morning <sup>1</sup>	Saturday	Sunday	Public holiday <sup>3</sup>	
					Good Friday & Christmas Day	Any other public holiday
	<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>100%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	23.89	31.06	35.84	47.78	47.78	35.84
Transport Worker Grade 2	24.46	31.80	36.69	48.92	48.92	36.69
Transport Worker Grade 3	24.74	32.16	37.11	49.48	49.48	37.11
Transport Worker Grade 4	25.18	32.73	37.77	50.36	50.36	37.77
Transport Worker Grade 5	25.49	33.14	38.24	50.98	50.98	38.24
Transport Worker Grade 6	25.78	33.51	38.67	51.56	51.56	38.67
Transport Worker Grade 7	26.16	34.01	39.24	52.32	52.32	39.24
Transport Worker Grade 8	26.92	35.00	40.38	53.84	53.84	40.38
Transport Worker Grade 9	27.37	35.58	41.06	54.74	54.74	41.06
Transport Worker Grade 10	28.04	36.45	42.06	56.08	56.08	42.06

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate <sup>2</sup>								
	100%	117.5%	130%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	23.89	28.07	31.06	35.84	47.78	35.84	47.78	59.73
Transport Worker Grade 2	24.46	28.74	31.80	36.69	48.92	36.69	48.92	61.15
Transport Worker Grade 3	24.74	29.07	32.16	37.11	49.48	37.11	49.48	61.85
Transport Worker Grade 4	25.18	29.59	32.73	37.77	50.36	37.77	50.36	62.95
Transport Worker Grade 5	25.49	29.95	33.14	38.24	50.98	38.24	50.98	63.73
Transport Worker Grade 6	25.78	30.29	33.51	38.67	51.56	38.67	51.56	64.45
Transport Worker Grade 7	26.16	30.74	34.01	39.24	52.32	39.24	52.32	65.40
Transport Worker Grade 8	26.92	31.63	35.00	40.38	53.84	40.38	53.84	67.30
Transport Worker Grade 9	27.37	32.16	35.58	41.06	54.74	41.06	54.74	68.43
Transport Worker Grade 10	28.04	32.95	36.45	42.06	56.08	42.06	56.08	70.10

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

	Ordinary hours	Saturday	Sunday	Public holiday <sup>2</sup>	
				Good Friday & Christmas Day	Any other public holiday
% of ordinary hourly rate <sup>1</sup>					
	100%	150%	200%	200%	150%
	\$	\$	\$	\$	\$
Transport Worker Grade 1	25.93	38.90	51.86	51.86	38.90
Transport Worker Grade 2	26.55	39.83	53.10	53.10	39.83
Transport Worker Grade 3	26.86	40.29	53.72	53.72	40.29
Transport Worker Grade 4	27.34	41.01	54.68	54.68	41.01
Transport Worker Grade 5	27.68	41.52	55.36	55.36	41.52
Transport Worker Grade 6	27.99	41.99	55.98	55.98	41.99

	Ordinary hours	Saturday	Sunday	Public holiday <sup>2</sup>	
				Good Friday & Christmas Day	Any other public holiday
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 7	28.40	42.60	56.80	56.80	42.60
Transport Worker Grade 8	29.22	43.83	58.44	58.44	43.83
Transport Worker Grade 9	29.71	44.57	59.42	59.42	44.57
Transport Worker Grade 10	30.45	45.68	60.90	60.90	45.68

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
	<b>% of ordinary hourly rate<sup>2</sup></b>							
	<b>100%</b>	<b>117.5%</b>	<b>130%</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>
Transport Worker Grade 1	25.93	30.47	33.71	38.90	51.86	38.90	51.86	64.83
Transport Worker Grade 2	26.55	31.20	34.52	39.83	53.10	39.83	53.10	66.38
Transport Worker Grade 3	26.86	31.56	34.92	40.29	53.72	40.29	53.72	67.15
Transport Worker Grade 4	27.34	32.12	35.54	41.01	54.68	41.01	54.68	68.35
Transport Worker Grade 5	27.68	32.52	35.98	41.52	55.36	41.52	55.36	69.20
Transport Worker Grade 6	27.99	32.89	36.39	41.99	55.98	41.99	55.98	69.98
Transport Worker Grade 7	28.40	33.37	36.92	42.60	56.80	42.60	56.80	71.00
Transport Worker Grade 8	29.22	34.33	37.99	43.83	58.44	43.83	58.44	73.05
Transport Worker Grade 9	29.71	34.91	38.62	44.57	59.42	44.57	59.42	74.28
Transport Worker Grade 10	30.45	35.78	39.59	45.68	60.90	45.68	60.90	76.13

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

	Ordinary hours	Saturday	Sunday	Public holiday <sup>2</sup>	
				Good Friday & Christmas Day	Any other public holiday
<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Distribution facility employee level 1	24.74	37.11	49.48	49.48	37.11
Distribution facility employee level 2	25.18	37.77	50.36	50.36	37.77
Distribution facility employee level 3	26.16	39.24	52.32	52.32	39.24
Distribution facility employee level 4	27.37	41.06	54.74	54.74	41.06

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
<b>% of ordinary hourly rate<sup>2</sup></b>								
	<b>100%</b>	<b>117.5%</b>	<b>130%</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>
Distribution facility employee level 1	24.74	29.07	32.16	37.11	49.48	37.11	49.48	61.85
Distribution facility employee level 2	25.18	29.59	32.73	37.77	50.36	37.77	50.36	62.95
Distribution facility employee level 3	26.16	30.74	34.01	39.24	52.32	39.24	52.32	65.40
Distribution facility employee level 4	27.37	32.16	35.58	41.06	54.74	41.06	54.74	68.43

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

	First 2 hours <sup>1</sup>	After 2 hours <sup>1</sup>	Public Holiday <sup>2, 5</sup>	Good Friday & Christmas Day <sup>3, 5</sup>
<b>% of ordinary hourly rate<sup>4</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	35.84	47.78	59.73	71.67

	<b>First 2 hours<sup>1</sup></b>	<b>After 2 hours<sup>1</sup></b>	<b>Public Holiday<sup>2, 5</sup></b>	<b>Good Friday &amp; Christmas Day<sup>3, 5</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 2	36.69	48.92	61.15	73.38
Transport Worker Grade 3	37.11	49.48	61.85	74.22
Transport Worker Grade 4	37.77	50.36	62.95	75.54
Transport Worker Grade 5	38.24	50.98	63.73	76.47
Transport Worker Grade 6	38.67	51.56	64.45	77.34
Transport Worker Grade 7	39.24	52.32	65.40	78.48
Transport Worker Grade 8	40.38	53.84	67.30	80.76
Transport Worker Grade 9	41.06	54.74	68.43	82.11
Transport Worker Grade 10	42.06	56.08	70.10	84.12

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

	<b>First 2 hours<sup>1</sup></b>	<b>After 2 hours<sup>1</sup></b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	35.84	47.78
Transport Worker Grade 2	36.69	48.92
Transport Worker Grade 3	37.11	49.48
Transport Worker Grade 4	37.77	50.36
Transport Worker Grade 5	38.24	50.98
Transport Worker Grade 6	38.67	51.56
Transport Worker Grade 7	39.24	52.32
Transport Worker Grade 8	40.38	53.84
Transport Worker Grade 9	41.06	54.74
Transport Worker Grade 10	42.06	56.08



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

	<b>First 2 hours<sup>1</sup></b>	<b>After 2 hours<sup>1</sup></b>	<b>Public Holiday<sup>2, 5</sup></b>	<b>Good Friday &amp; Christmas Day<sup>3, 5</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	38.90	51.86	64.83	77.79
Transport Worker Grade 2	39.83	53.10	66.38	79.65
Transport Worker Grade 3	40.29	53.72	67.15	80.58
Transport Worker Grade 4	41.01	54.68	68.35	82.02
Transport Worker Grade 5	41.52	55.36	69.20	83.04
Transport Worker Grade 6	41.99	55.98	69.98	83.97
Transport Worker Grade 7	42.60	56.80	71.00	85.20
Transport Worker Grade 8	43.83	58.44	73.05	87.66
Transport Worker Grade 9	44.57	59.42	74.28	89.13
Transport Worker Grade 10	45.68	60.90	76.13	91.35

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

	<b>First 2 hours<sup>1</sup></b>	<b>After 2 hours<sup>1</sup></b>
	<b>% of ordinary hourly rate<sup>2</sup></b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	38.90	51.86
Transport Worker Grade 2	39.83	53.10
Transport Worker Grade 3	40.29	53.72
Transport Worker Grade 4	41.01	54.68
Transport Worker Grade 5	41.52	55.36
Transport Worker Grade 6	41.99	55.98
Transport Worker Grade 7	42.60	56.80
Transport Worker Grade 8	43.83	58.44
Transport Worker Grade 9	44.57	59.42
Transport Worker Grade 10	45.68	60.90

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

	<b>First 2 hours<sup>1</sup></b>	<b>After 2 hours<sup>1</sup></b>	<b>Public Holiday<sup>2, 5</sup></b>	<b>Good Friday &amp; Christmas Day<sup>3, 5</sup></b>
	<b>% of ordinary hourly rate<sup>4</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Distribution facility employee level 1	37.11	49.48	61.85	74.22
Distribution facility employee level 2	37.77	50.36	62.95	75.54
Distribution facility employee level 3	39.24	52.32	65.40	78.48
Distribution facility employee level 4	41.06	54.74	68.43	82.11

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

	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Distribution facility employee level 1	37.11	49.48
Distribution facility employee level 2	37.77	50.36
Distribution facility employee level 3	39.24	52.32
Distribution facility employee level 4	41.06	54.74

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

	<b>Ordinary hours</b>	<b>Early morning<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
					<b>Good Friday &amp; Christmas Day</b>	<b>Any other public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>125%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>325%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	29.86	37.03	41.81	53.75	77.64	65.70
Transport Worker Grade 2	30.58	37.91	42.81	55.04	79.50	67.27
Transport Worker Grade 3	30.93	38.35	43.30	55.67	80.41	68.04
Transport Worker Grade 4	31.48	39.03	44.07	56.66	81.84	69.25

	Ordinary hours	Early morning <sup>1</sup>	Saturday	Sunday	Public holiday	
					Good Friday & Christmas Day	Any other public holiday
	<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>125%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>325%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 5	31.86	39.51	44.61	57.35	82.84	70.10
Transport Worker Grade 6	32.23	39.96	45.12	58.01	83.79	70.90
Transport Worker Grade 7	32.70	40.55	45.78	58.86	85.02	71.94
Transport Worker Grade 8	33.65	41.73	47.11	60.57	87.49	74.03
Transport Worker Grade 9	34.21	42.42	47.90	61.58	88.95	75.27
Transport Worker Grade 10	35.05	43.46	49.07	63.09	91.13	77.11

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
	<b>% of ordinary hourly rate<sup>2</sup></b>							
	<b>125%</b>	<b>142.5%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	29.86	34.04	37.03	41.81	53.75	41.81	53.75	65.70
Transport Worker Grade 2	30.58	34.86	37.91	42.81	55.04	42.81	55.04	67.27
Transport Worker Grade 3	30.93	35.25	38.35	43.30	55.67	43.30	55.67	68.04
Transport Worker Grade 4	31.48	35.88	39.03	44.07	56.66	44.07	56.66	69.25
Transport Worker Grade 5	31.86	36.32	39.51	44.61	57.35	44.61	57.35	70.10
Transport Worker Grade 6	32.23	36.74	39.96	45.12	58.01	45.12	58.01	70.90
Transport Worker Grade 7	32.70	37.28	40.55	45.78	58.86	45.78	58.86	71.94
Transport Worker Grade 8	33.65	38.36	41.73	47.11	60.57	47.11	60.57	74.03

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate <sup>2</sup>								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 9	34.21	39.00	42.42	47.90	61.58	47.90	61.58	75.27
Transport Worker Grade 10	35.05	39.96	43.46	49.07	63.09	49.07	63.09	77.11

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 <sup>1</sup>					
	125%	175%	225%	325%	275%
	\$	\$	\$	\$	\$
Transport Worker Grade 1	32.41	45.38	58.34	84.27	71.31
Transport Worker Grade 2	33.19	46.46	59.74	86.29	73.01
Transport Worker Grade 3	33.58	47.01	60.44	87.30	73.87
Transport Worker Grade 4	34.18	47.85	61.52	88.86	75.19
Transport Worker Grade 5	34.60	48.44	62.28	89.96	76.12
Transport Worker Grade 6	34.99	48.98	62.98	90.97	76.97
Transport Worker Grade 7	35.50	49.70	63.90	92.30	78.10
Transport Worker Grade 8	36.53	51.14	65.75	94.97	80.36
Transport Worker Grade 9	37.14	51.99	66.85	96.56	81.70
Transport Worker Grade 10	38.06	53.29	68.51	98.96	83.74

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate <sup>2</sup>								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	32.41	36.95	40.19	45.38	58.34	45.38	58.34	71.31
Transport Worker Grade 2	33.19	37.83	41.15	46.46	59.74	46.46	59.74	73.01
Transport Worker Grade 3	33.58	38.28	41.63	47.01	60.44	47.01	60.44	73.87
Transport Worker Grade 4	34.18	38.96	42.38	47.85	61.52	47.85	61.52	75.19
Transport Worker Grade 5	34.60	39.44	42.90	48.44	62.28	48.44	62.28	76.12
Transport Worker Grade 6	34.99	39.89	43.38	48.98	62.98	48.98	62.98	76.97
Transport Worker Grade 7	35.50	40.47	44.02	49.70	63.90	49.70	63.90	78.10
Transport Worker Grade 8	36.53	41.64	45.29	51.14	65.75	51.14	65.75	80.36
Transport Worker Grade 9	37.14	42.34	46.05	51.99	66.85	51.99	66.85	81.70
Transport Worker Grade 10	38.06	43.39	47.20	53.29	68.51	53.29	68.51	83.74

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 <sup>1</sup>					
	125%	175%	225%	325%	275%
	\$	\$	\$	\$	\$
Distribution facility employee level 1	30.93	43.30	55.67	80.41	68.04
Distribution facility employee level 2	31.48	44.07	56.66	81.84	69.25
Distribution facility employee level 3	32.70	45.78	58.86	85.02	71.94
Distribution facility employee level 4	34.21	47.90	61.58	88.95	75.27

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

	Day	Afternoon	Night	Non continuous afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate <sup>2</sup>								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Distribution facility employee level 1	30.93	35.25	38.35	43.30	55.67	43.30	55.67	68.04
Distribution facility employee level 2	31.48	35.88	39.03	44.07	56.66	44.07	56.66	69.25
Distribution facility employee level 3	32.70	37.28	40.55	45.78	58.86	45.78	58.86	71.94
Distribution facility employee level 4	34.21	39.00	42.42	47.90	61.58	47.90	61.58	75.27

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

	First 2 hours	After 2 hours
	% of ordinary hourly rate <sup>1</sup>	
	160%	210%
	\$	\$
Transport Worker Grade 1	38.22	50.17
Transport Worker Grade 2	39.14	51.37
Transport Worker Grade 3	39.58	51.95
Transport Worker Grade 4	40.29	52.88
Transport Worker Grade 5	40.78	53.53
Transport Worker Grade 6	41.25	54.14
Transport Worker Grade 7	41.86	54.94
Transport Worker Grade 8	43.07	56.53
Transport Worker Grade 9	43.79	57.48
Transport Worker Grade 10	44.86	58.88

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

	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>160%</b>	<b>210%</b>
	<b>\$</b>	<b>\$</b>
Transport Worker Grade 1	41.49	54.45
Transport Worker Grade 2	42.48	55.76
Transport Worker Grade 3	42.98	56.41
Transport Worker Grade 4	43.74	57.41
Transport Worker Grade 5	44.29	58.13
Transport Worker Grade 6	44.78	58.78
Transport Worker Grade 7	45.44	59.64
Transport Worker Grade 8	46.75	61.36
Transport Worker Grade 9	47.54	62.39
Transport Worker Grade 10	48.72	63.95

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

	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>160%</b>	<b>210%</b>
	<b>\$</b>	<b>\$</b>
Distribution facility employee level 1	39.58	51.95
Distribution facility employee level 2	40.29	52.88
Distribution facility employee level 3	41.86	54.94
Distribution facility employee level 4	43.79	57.48

47. By deleting the amount “\$889.10” appearing in clause D.1.1 and inserting “\$940.20”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Driver of low loader with GCM over 43 tonnes—for each extra tonne <sup>1</sup>	19.3(b)(i)	0.18	1.69	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
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 <sup>1</sup>	19.3(b)(ii)	2.18	20.50	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 <sup>1</sup>	19.3(b)(ii)	2.09	19.65	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 <sup>1</sup>	19.3(b)(ii)	2.04	19.18	per week
Leading hand (except leading loader) in charge of—3 to 10 employees	19.3(c)	4.72	44.38	per week
Leading hand (except leading loader) in charge of—11 to 20 employees	19.3(c)	7.03	66.10	per week
Leading hand (except leading loader) in charge of—More than 20 employees	19.3(c)	8.93	83.96	per week
Motor vehicle—length in excess of legislated limit	19.3(d)(i)	0.46	4.32	per day
Motor vehicle—truck loading crane mounted on vehicle	19.3(d)(ii)	0.46	4.32	per day
Motor vehicle—side-lifter crane mounted on vehicle	19.3(d)(iii)	0.46	4.32	per day
Motor vehicle—width (and/or load) in excess of 3.5m	19.3(d)(iv)	0.46	4.32	per day



<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Furniture carter allowance	19.3(d)(v)	2.59	24.35	per week
Livestock carter allowance	19.3(d)(vi)	2.59	24.35	per week
Sanitary vehicle allowance	19.3(d)(vii)	2.92	27.45	per week
Garbage collection allowance	19.3(d)(viii)	2.39	22.47	per week
Driver-salesperson allowance	19.3(d)(ix)	2.19	20.59	per week
Carbon black allowance	19.3(d)(x)	0.28	2.63	per day
Offensive material allowance	19.3(d)(xi)	0.36	3.38	per day
Dirty material allowance	19.3(d)(xii)	0.06	0.56	per hour
Tar handling allowance	19.3(d)(xiii)	0.45	4.23	per week
Coffin handling allowance	19.3(d)(xiv)	0.38	3.57	per coffin
Money handling allowance—Up to \$20	19.3(e)	0.23	2.16	per week
Money handling allowance—Over \$20 but not exceeding \$200	19.3(e)	0.45	4.23	per week
Money handling allowance—Over \$200 but not exceeding \$600	19.3(e)	0.77	7.24	per week
Money handling allowance—Over \$600 but not exceeding \$1000	19.3(e)	1.0	9.40	per week
Money handling allowance—Over \$1000 but not exceeding \$1200	19.3(e)	1.41	13.26	per week
Money handling allowance—Over \$1200 but not exceeding \$1600	19.3(e)	2.18	20.50	per week
Money handling allowance—Over \$1600 but not exceeding \$2000	19.3(e)	2.41	22.66	per week
Money handling allowance—Over \$2000	19.3(e)	2.74	25.76	per week
Bulk dangerous goods allowance	19.3(f)(i)	2.37	22.28	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Packaged dangerous goods allowance	19.3(f)(ii)	0.99	9.31	per day
First aid allowance	19.3(g)	1.6	15.04	per week

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT