



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

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 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

| Employee classification | Wage group level | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|-------------------------|---|----------------------------|
| | | \$ | \$ |
| Vehicle RS&R industry employee—Level 1 | R1 | 753.80 | 19.84 |
| Vehicle RS&R industry employee—Level 2 | R2 | 775.40 | 20.41 |
| Vehicle RS&R industry employee—Level 3 | R3 | 805.10 | 21.19 |
| Vehicle RS&R industry employee—Level 4 | R4 | 832.80 | 21.92 |

| Employee classification | Wage group level | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|-------------------------|---|----------------------------|
| | | \$ | \$ |
| Vehicle RS&R industry employee—Level 5 | R5 | 853.40 | 22.46 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | R6 | 877.60 | 23.09 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | R7 | 960.10 | 25.27 |

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 4500 kg | 832.70 | 21.91 |
| Lifting capacity in excess of 4500 kg | 832.70 | 21.91 |
| Driver—mobile crane: | | |
| Lifting capacity up to 10 tonnes | 832.70 | 21.91 |
| Lifting capacity in excess of 10 tonnes | 832.70 | 21.91 |
| Driver—commercial vehicle used in the course of the employer’s business: | | |
| Makers capacity of 3 tonnes or less | 832.70 | 21.91 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 832.70 | 21.91 |
| Driver—articulated vehicle: | | |
| Makers capacity up to and including 10 tonnes | 864.70 | 22.76 |
| Driver—tow truck: | | |
| Class 1 | 832.70 | 21.91 |
| Class 2 and 3 | 832.70 | 21.91 |
| Class 4 | 877.60 | 23.09 |

3. By deleting the amount "\$1.64" appearing in clause 16.4(a)(i) and inserting "\$1.67".
4. By deleting the amount "\$2.12" appearing in clause 16.4(a)(ii) and inserting "\$2.16".
5. By deleting the amount "\$3.84" appearing in clause 16.4(a)(iii) and inserting "\$3.91".
6. By deleting the amount "\$1.55" appearing in clause 16.4(b) and inserting "\$1.58".
7. By deleting the amount "\$21.74" appearing in clause 16.4(c) and inserting "\$22.12".
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 | 358.06 | 9.42 |
| 17 years | 50.0 | 376.90 | 9.92 |
| 18 years | 62.5 | 471.13 | 12.40 |
| 19 years | 75.0 | 565.35 | 14.88 |
| 20 years | 87.5 | 659.58 | 17.36 |

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 | 395.58 | 10.41 |
| 17 years | 50.0 | 416.40 | 10.96 |
| 18 years | 62.5 | 520.50 | 13.70 |
| 19 years | 75.0 | 624.60 | 16.44 |
| 20 years | 87.5 | 728.70 | 19.18 |

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% | 438.80 | 55% | 482.68 |

| 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 2 or 2nd year | 60% | 526.56 | 65% | 570.44 |
| Stage 3 or 3rd year | 75% | 658.20 | 75% | 658.20 |
| Stage 4 or 4th year | 88% | 772.29 | 88% | 772.29 |

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 | 702.08 |
| Stage 2 or 2nd year | Vehicle industry RS&R employee—Level 1 | 753.80 |
| Stage 3 or 3rd year | Vehicle industry RS&R employee—Level 2 | 775.40 |
| Stage 4 or 4th year | Vehicle industry RS&R employee—Level 3 | 805.10 |
| Thereafter | Vehicle industry RS&R employee—tradesperson or equivalent—Level R6 | 877.60 |

12. By deleting the year “2019” in clause 16.13(b) and inserting “2020”.

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 | 38.09 |
| More than 10 and not more than 20 employees | 57.40 |
| More than 20 employees | 72.93 |

14. By deleting the amount "\$17.25" appearing in clause 18.3 and inserting "\$17.55".

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

| Amount handled | \$ per week |
|-------------------------------------|--------------------|
| Up to \$20 | 1.78 |
| Over \$20 but not exceeding \$200 | 3.25 |
| Over \$200 but not exceeding \$600 | 6.15 |
| Over \$600 but not exceeding \$1000 | 7.80 |
| Over \$1000 | 11.03 |

16. By deleting the amount "\$0.84" appearing in clause 18.5(a) and inserting "\$0.85".
17. By deleting the amount "\$0.65" appearing in clause 18.6(a) and inserting "\$0.66".
18. By deleting the amount "\$2.54" wherever it appears in clause 18.6(b) and inserting "\$2.59".
19. By deleting the amount "\$0.65" appearing in clause 18.7(a)(i) and inserting "\$0.66".
20. By deleting the amount "\$0.84" appearing in clause 18.7(a)(ii) and inserting "\$0.85".
21. By deleting the amount "\$0.58" appearing in clause 18.8(a) and inserting "\$0.59".
22. By deleting the amount "\$0.84" appearing in clause 18.9 and inserting "\$0.85".
23. By deleting the amount "\$0.65" appearing in clause 18.10 and inserting "\$0.66".
24. By deleting the amount "\$0.65" appearing in clause 18.11 and inserting "\$0.66".
25. By deleting the amount "\$0.97" appearing in clause 18.12 and inserting "\$0.99".
26. By deleting the amount "\$0.96" appearing in clause 18.13 and inserting "\$0.98".
27. By deleting the amount "\$2.50" appearing in clause 18.14 and inserting "\$2.55".
28. By deleting the Note at the beginning of clause 27.3.
29. 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 | 131.75% | 26.14 | 171.87% | 34.09 | 73.40% | 14.56 |

| | Monday to Friday | | Saturdays, Sundays and public holidays | | Overtime—additional payment ¹ | |
|---|--------------------|-------|--|-------|--|-------|
| | % of relevant rate | \$ | % of relevant rate | \$ | % of relevant rate | \$ |
| driveway attendant | R1 | | R1 | | R1 | |
| Duties of a roadhouse attendant required to cook takeaway foods | 131.75% R2 | 26.88 | 171.87% R2 | 35.07 | 73.40% R2 | 14.98 |
| Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals | 131.75% R4 | 28.87 | 171.87% R4 | 37.67 | 73.40% R4 | 16.09 |

30. 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 | 19.61 | 16.34 | 13.07 | 12.42 |
| Saturdays, Sundays and public holidays | 25.57 | 21.31 | 17.05 | 16.19 |
| 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 | 10.92 | 9.10 | 7.28 | 6.92 |

31. 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 | 20.16 | 16.80 | 13.44 | 12.77 |
| Saturdays, Sundays and public holidays | 26.30 | 21.92 | 17.54 | 16.66 |
| 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 | 11.24 | 9.36 | 7.49 | 7.12 |

32. 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 | 21.65 | 18.04 | 14.44 | 13.71 |
| Saturdays, Sundays and public holidays | 28.25 | 23.54 | 18.84 | 17.89 |
| 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 | 12.07 | 10.06 | 8.05 | 7.64 |

32. By deleting the amount "\$172.50" appearing in clause 28.3(c)(i) and inserting "\$175.52".

33. By deleting the amount "\$86.25" appearing in clause 28.3(c)(ii) and inserting "\$87.76".

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 | 19.84 | 29.76 | 39.68 | 49.60 |
| Vehicle RS&R industry employee—Level 2 | 20.41 | 30.62 | 40.82 | 51.03 |
| Vehicle RS&R industry employee—Level 3 | 21.19 | 31.79 | 42.38 | 52.98 |
| Vehicle RS&R industry employee—Level 4 | 21.92 | 32.88 | 43.84 | 54.80 |
| Vehicle RS&R industry employee—Level 5 | 22.46 | 33.69 | 44.92 | 56.15 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | 23.09 | 34.64 | 46.18 | 57.73 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 25.27 | 37.91 | 50.54 | 63.18 |
| Driver—forklift: | | | | |
| Lifting capacity up to 4500 kg | 21.91 | 32.87 | 43.82 | 54.78 |
| Lifting capacity in excess of 4500 kg | 21.91 | 32.87 | 43.82 | 54.78 |
| Driver—mobile crane: | | | | |
| Lifting capacity up to 10 tonnes | 21.91 | 32.87 | 43.82 | 54.78 |
| Lifting capacity in excess of 10 tonnes | 21.91 | 32.87 | 43.82 | 54.78 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | |
| Makers capacity of 3 tonnes or less | 21.91 | 32.87 | 43.82 | 54.78 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 21.91 | 32.87 | 43.82 | 54.78 |

| 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 | 22.76 | 34.14 | 45.52 | 56.90 |
| Driver—tow truck: | | | | |
| Class 1 | 21.91 | 32.87 | 43.82 | 54.78 |
| Class 2 and 3 | 21.91 | 32.87 | 43.82 | 54.78 |
| Class 4 | 23.09 | 34.64 | 46.18 | 57.73 |

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 | 23.41 | 25.79 | 23.81 | 22.32 | 29.76 |
| Vehicle RS&R industry employee—Level 2 | 24.08 | 26.53 | 24.49 | 22.96 | 30.62 |
| Vehicle RS&R industry employee—Level 3 | 25.00 | 27.55 | 25.43 | 23.84 | 31.79 |
| Vehicle RS&R industry employee—Level 4 | 25.87 | 28.50 | 26.30 | 24.66 | 32.88 |

| 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 | 26.50 | 29.20 | 26.95 | 25.27 | 33.69 |
| Vehicle RS&R industry employee— tradesperson or equivalent Level I | 27.25 | 30.02 | 27.71 | 25.98 | 34.64 |
| Vehicle RS&R industry employee— tradesperson or equivalent Level II | 29.82 | 32.85 | 30.32 | 28.43 | 37.91 |
| Driver— forklift: | | | | | |
| Lifting capacity up to 4500 kg | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Lifting capacity in excess of 4500 kg | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Driver— mobile crane: | | | | | |
| Lifting capacity up to 10 tonnes | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Lifting capacity in excess of 10 tonnes | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |

| 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 | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Driver—articulated vehicle: | | | | | |
| Makers capacity up to and including 10 tonnes | 26.86 | 29.59 | 27.31 | 25.61 | 34.14 |
| Driver—tow truck: | | | | | |
| Class 1 | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Class 2 and 3 | 25.85 | 28.48 | 26.29 | 24.65 | 32.87 |
| Class 4 | 27.25 | 30.02 | 27.71 | 25.98 | 34.64 |

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 | 29.76 | 39.68 | 39.68 | 49.60 |
| Vehicle RS&R industry employee—Level 2 | 30.62 | 40.82 | 40.82 | 51.03 |
| Vehicle RS&R industry employee—Level 3 | 31.79 | 42.38 | 42.38 | 52.98 |
| Vehicle RS&R industry employee—Level 4 | 32.88 | 43.84 | 43.84 | 54.80 |
| Vehicle RS&R industry employee—Level 5 | 33.69 | 44.92 | 44.92 | 56.15 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level I | 34.64 | 46.18 | 46.18 | 57.73 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 37.91 | 50.54 | 50.54 | 63.18 |
| Driver—forklift: | | | | |
| Lifting capacity up to 4500 kg | 32.87 | 43.82 | 43.82 | 54.78 |
| Lifting capacity in excess of 4500 kg | 32.87 | 43.82 | 43.82 | 54.78 |
| Driver—mobile crane: | | | | |
| Lifting capacity up to 10 tonnes | 32.87 | 43.82 | 43.82 | 54.78 |
| Lifting capacity in excess of 10 tonnes | 32.87 | 43.82 | 43.82 | 54.78 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | |
| Makers capacity of 3 tonnes or less | 32.87 | 43.82 | 43.82 | 54.78 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 32.87 | 43.82 | 43.82 | 54.78 |

| 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 | 34.14 | 45.52 | 45.52 | 56.90 |
| Driver—tow truck: | | | | |
| Class 1 | 32.87 | 43.82 | 43.82 | 54.78 |
| Class 2 and 3 | 32.87 | 43.82 | 43.82 | 54.78 |
| Class 4 | 34.64 | 46.18 | 46.18 | 57.73 |

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 | 9.42 | 14.13 | 18.84 | 23.55 |
| 17 years | 9.92 | 14.88 | 19.84 | 24.80 |
| 18 years | 12.40 | 18.60 | 24.80 | 31.00 |
| 19 years | 14.88 | 22.32 | 29.76 | 37.20 |
| 20 years | 17.36 | 26.04 | 34.72 | 43.40 |

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

| Age | Afternoon shift only | Night shift only | Alternating afternoon and night shifts | Alternating day shifts ¹ | Afternoon or night shift that does not continue for at least 5 successive shifts |
|--------------------|--|------------------|--|-------------------------------------|--|
| | % of junior hourly rate (Level 1) | | | | |
| | 118% | 130% | 120% | 112.5% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| 16 years and under | 11.12 | 12.25 | 11.30 | 10.60 | 14.13 |
| 17 years | 11.71 | 12.90 | 11.90 | 11.16 | 14.88 |
| 18 years | 14.63 | 16.12 | 14.88 | 13.95 | 18.60 |
| 19 years | 17.56 | 19.34 | 17.86 | 16.74 | 22.32 |
| 20 years | 20.48 | 22.57 | 20.83 | 19.53 | 26.04 |

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 | 14.13 | 18.84 | 18.84 | 23.55 |
| 17 years | 14.88 | 19.84 | 19.84 | 24.80 |
| 18 years | 18.60 | 24.80 | 24.80 | 31.00 |
| 19 years | 22.32 | 29.76 | 29.76 | 37.20 |
| 20 years | 26.04 | 34.72 | 34.72 | 43.40 |

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 | 10.41 | 15.62 | 20.82 | 26.03 |
| 17 years | 10.96 | 16.44 | 21.92 | 27.40 |
| 18 years | 13.70 | 20.55 | 27.40 | 34.25 |
| 19 years | 16.44 | 24.66 | 32.88 | 41.10 |
| 20 years | 19.18 | 28.77 | 38.36 | 47.95 |

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 | 12.28 | 13.53 | 12.49 | 11.71 | 15.62 |
| 17 years | 12.93 | 14.25 | 13.15 | 12.33 | 16.44 |
| 18 years | 16.17 | 17.81 | 16.44 | 15.41 | 20.55 |
| 19 years | 19.40 | 21.37 | 19.73 | 18.50 | 24.66 |
| 20 years | 22.63 | 24.93 | 23.02 | 21.58 | 28.77 |

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 | 15.62 | 20.82 | 20.82 | 26.03 |
| 17 years | 16.44 | 21.92 | 21.92 | 27.40 |
| 18 years | 20.55 | 27.40 | 27.40 | 34.25 |
| 19 years | 24.66 | 32.88 | 32.88 | 41.10 |
| 20 years | 28.77 | 38.36 | 38.36 | 47.95 |

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 | 15.34 | 23.01 | 30.68 | 38.35 |
| 19 years | 17.53 | 26.30 | 35.06 | 43.83 |
| Drivers of tow trucks – class 4 | | | | |
| Under 19 years | 16.16 | 24.24 | 32.32 | 40.40 |
| 19 years | 18.47 | 27.71 | 36.94 | 46.18 |

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 | 18.10 | 19.94 | 18.41 | 17.26 | 23.01 |
| 19 years | 20.69 | 22.79 | 21.04 | 19.72 | 26.30 |
| Drivers of tow trucks – class 4 | | | | | |
| Under 19 years | 19.07 | 21.01 | 19.39 | 18.18 | 24.24 |
| 19 years | 21.79 | 24.01 | 22.16 | 20.78 | 27.71 |

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 | 23.01 | 30.68 | 30.68 | 38.35 |
| 19 years | 26.30 | 35.06 | 35.06 | 43.83 |
| Drivers of tow trucks – class 4 | | | | |
| Under 19 years | 24.24 | 32.32 | 32.32 | 40.40 |
| 19 years | 27.71 | 36.94 | 36.94 | 46.18 |

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 | 24.80 | 29.76 | 34.72 | 44.64 | 54.56 |
| Vehicle RS&R industry employee—Level 2 | 25.51 | 30.62 | 35.72 | 45.92 | 56.13 |
| Vehicle RS&R industry employee—Level 3 | 26.49 | 31.79 | 37.08 | 47.68 | 58.27 |
| Vehicle RS&R industry employee—Level 4 | 27.40 | 32.88 | 38.36 | 49.32 | 60.28 |
| Vehicle RS&R industry employee—Level 5 | 28.08 | 33.69 | 39.31 | 50.54 | 61.77 |

| 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 | 28.86 | 34.64 | 40.41 | 51.95 | 63.50 |
| Vehicle RS&R industry employee—tradesperson or equivalent Level II | 31.59 | 37.91 | 44.22 | 56.86 | 69.49 |
| Driver—forklift: | | | | | |
| Lifting capacity up to 4500 kg | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Lifting capacity in excess of 4500 kg | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Driver—mobile crane: | | | | | |
| Lifting capacity up to 10 tonnes | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Lifting capacity in excess of 10 tonnes | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Driver—commercial vehicle used in the course of the employer’s business: | | | | | |
| Makers capacity of 3 tonnes or less | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Makers capacity of over 3 tonnes but under 8 tonnes | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Driver—articulated vehicle: | | | | | |
| Makers capacity up to and including 10 tonnes | 28.45 | 34.14 | 39.83 | 51.21 | 62.59 |
| Driver—tow truck: | | | | | |
| Class 1 | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Class 2 and 3 | 27.39 | 32.87 | 38.34 | 49.30 | 60.25 |
| Class 4 | 28.86 | 34.64 | 40.41 | 51.95 | 63.50 |

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 | 11.78 | 14.13 | 16.49 | 21.20 | 25.91 |
| 17 years | 12.40 | 14.88 | 17.36 | 22.32 | 27.28 |
| 18 years | 15.50 | 18.60 | 21.70 | 27.90 | 34.10 |
| 19 years | 18.60 | 22.32 | 26.04 | 33.48 | 40.92 |
| 20 years | 21.70 | 26.04 | 30.38 | 39.06 | 47.74 |

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 | 13.01 | 15.62 | 18.22 | 23.42 | 28.63 |
| 17 years | 13.70 | 16.44 | 19.18 | 24.66 | 30.14 |
| 18 years | 17.13 | 20.55 | 23.98 | 30.83 | 37.68 |
| 19 years | 20.55 | 24.66 | 28.77 | 36.99 | 45.21 |
| 20 years | 23.98 | 28.77 | 33.57 | 43.16 | 52.75 |

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 | 19.18 | 23.01 | 26.85 | 34.52 | 42.19 |
| 19 years | 21.91 | 26.30 | 30.68 | 39.44 | 48.21 |
| Drivers of tow trucks – class 4 | | | | | |
| Under 19 years | 20.20 | 24.24 | 28.28 | 36.36 | 44.44 |
| 19 years | 23.09 | 27.71 | 32.32 | 41.56 | 50.79 |

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 |
|---|--|---------------------------------|-------------|-----------------|
| | | % of minimum hourly rate | | |
| | 100% | 150% | 150% | 200% |
| | \$ | \$ | \$ | \$ |
| Vehicle RS&R Level 1 Driveway attendant | 19.84 | 29.76 | 29.76 | 39.68 |
| Vehicle RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 20.41 | 30.62 | 30.62 | 40.82 |
| Vehicle RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator | 21.92 | 32.88 | 32.88 | 43.84 |

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

| Employee classification | Afternoon shift only | Night shift only | Alternating afternoon and night shifts | Alternating day shifts¹ | Afternoon or night shift that does not continue for at least 5 successive shifts |
|--|---------------------------------|-------------------------|---|---|---|
| | % of minimum hourly rate | | | | |
| | 118% | 130% | 120% | 112.5% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| Vehicle RS&R Level 1 Driveway attendant | 23.41 | 25.79 | 23.81 | 22.32 | 29.76 |
| Vehicle RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 24.08 | 26.53 | 24.49 | 22.96 | 30.62 |
| Vehicle RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator | 25.87 | 28.50 | 26.30 | 24.66 | 32.88 |

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% |
| | \$ | \$ | \$ | \$ |
| Vehicle RS&R Level 1 Driveway attendant | 29.76 | 39.68 | 39.68 | 39.68 |
| Vehicle RS&R Level 2 Roadhouse attendant (when required to cook takeaway) | 30.62 | 40.82 | 40.82 | 40.82 |
| Vehicle RS&R Level 4 Roadhouse attendant (engaged primarily to cook | 32.88 | 43.84 | 43.84 | 43.84 |

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

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

| Age | Monday to Friday, Saturday before midday | Saturday after midday | Sunday | Public holidays |
|--------------------|--|-----------------------|-------------|-----------------|
| | % of junior hourly rate (Level 1) | | | |
| | 100% | 150% | 150% | 200% |
| | \$ | \$ | \$ | \$ |
| 16 years and under | 9.42 | 14.13 | 14.13 | 18.84 |
| 17 years | 9.92 | 14.88 | 14.88 | 19.84 |
| 18 years | 12.40 | 18.60 | 18.60 | 24.80 |
| 19 years | 14.88 | 22.32 | 22.32 | 29.76 |

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 | 11.12 | 12.25 | 11.30 | 10.60 | 14.13 |
| 17 years | 11.71 | 12.90 | 11.90 | 11.16 | 14.88 |

| Age | Afternoon shift only | Night shift only | Alternating afternoon and night shifts | Alternating day shifts ¹ | Afternoon or night shift that does not continue for at least 5 successive shifts |
|----------|--|------------------|--|-------------------------------------|--|
| | % of junior hourly rate (Level 1) | | | | |
| | 118% | 130% | 120% | 112.5% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| 18 years | 14.63 | 16.12 | 14.88 | 13.95 | 18.60 |
| 19 years | 17.56 | 19.34 | 17.86 | 16.74 | 22.32 |

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 | 14.13 | 18.84 | 18.84 | 18.84 |
| 17 years | 14.88 | 19.84 | 19.84 | 19.84 |
| 18 years | 18.60 | 24.80 | 24.80 | 24.80 |
| 19 years | 22.32 | 29.76 | 29.76 | 29.76 |

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 | 10.41 | 15.62 | 15.62 | 20.82 |
| 17 years | 10.96 | 16.44 | 16.44 | 21.92 |

| Age | Monday to Friday, Saturday before midday | Saturday after midday | Sunday | Public holidays |
|----------|--|-----------------------|-------------|-----------------|
| | % of junior hourly rate (Level 4) | | | |
| | 100% | 150% | 150% | 200% |
| | \$ | \$ | \$ | \$ |
| 18 years | 13.70 | 20.55 | 20.55 | 27.40 |
| 19 years | 16.44 | 24.66 | 24.66 | 32.88 |

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 | 12.28 | 13.53 | 12.49 | 11.71 | 15.62 |
| 17 years | 12.93 | 14.25 | 13.15 | 12.33 | 16.44 |
| 18 years | 16.17 | 17.81 | 16.44 | 15.41 | 20.55 |
| 19 years | 19.40 | 21.37 | 19.73 | 18.50 | 24.66 |

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 | 15.62 | 20.82 | 20.82 | 20.82 |
| 17 years | 16.44 | 21.92 | 21.92 | 21.92 |

| Age | Monday to Saturday | | Sunday | Public holidays |
|----------|--|---------------|-------------|-----------------|
| | First 3 hours | After 3 hours | | |
| | % of junior hourly rate (Level 4) | | | |
| | 150% | 200% | 200% | 200% |
| | \$ | \$ | \$ | \$ |
| 18 years | 20.55 | 27.40 | 27.40 | 27.40 |
| 19 years | 24.66 | 32.88 | 32.88 | 32.88 |

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 | 26.14 | 19.61 | 16.34 | 13.07 | 12.42 |
| Saturdays, Sundays and public holidays | 34.09 | 25.57 | 21.31 | 17.05 | 16.19 |
| Overtime for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition | 14.56 | 10.92 | 9.10 | 7.28 | 6.92 |

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 | 26.88 | 20.16 | 16.80 | 13.44 | 12.77 |
| Saturdays, Sundays and public holidays | 35.07 | 26.30 | 21.92 | 17.54 | 16.66 |
| Overtime for any hours worked in excess of 10 hours per day or an | 14.98 | 11.24 | 9.36 | 7.49 | 7.12 |

| | 20 years & over | 19 years | 18 years | 17 years | 16 years & under |
|---|--------------------------------|-----------------|-----------------|-----------------|---------------------------------|
| | % of adult rate | | | | |
| | 100% | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ | \$ |
| average of 38 hours per week will be paid in addition | | | | | |

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

| | 20 years & over | 19 years | 18 years | 17 years | 16 years & under |
|---|--------------------------------|-----------------|-----------------|-----------------|---------------------------------|
| | % of adult rate | | | | |
| | 100% | 75% | 62.5% | 50% | 47.5% |
| | \$ | \$ | \$ | \$ | \$ |
| Monday to Friday | 28.87 | 21.65 | 18.04 | 14.44 | 13.71 |
| Saturdays, Sundays and public holidays | 37.67 | 28.25 | 23.54 | 18.84 | 17.89 |
| 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 | 16.09 | 12.07 | 10.06 | 8.05 | 7.64 |

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 | 11.55 | 17.33 | 23.10 | 28.88 |
| Stage 2 or 2nd year | 13.86 | 20.79 | 27.72 | 34.65 |
| Stage 3 or 3rd year | 17.32 | 25.98 | 34.64 | 43.30 |
| Stage 4 or 4th year | 20.32 | 30.48 | 40.64 | 50.80 |
| Has completed year 12 | | | | |
| Stage 1 or 1st year | 12.70 | 19.05 | 25.40 | 31.75 |
| Stage 2 or 2nd year | 15.01 | 22.52 | 30.02 | 37.53 |
| Stage 3 or 3rd year | 17.32 | 25.98 | 34.64 | 43.30 |
| Stage 4 or 4th year | 20.32 | 30.48 | 40.64 | 50.80 |

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

| Year | Afternoon shift only | Night shift only | Alternating afternoon and night shifts | Alternating day shifts ¹ | Afternoon or night shift that does not continue for at least 5 successive shifts |
|----------------------------------|---|------------------|--|-------------------------------------|--|
| | % of junior apprentice hourly rate | | | | |
| | 118% | 130% | 120% | 112.5% | 150% |
| | \$ | \$ | \$ | \$ | \$ |
| Has not completed year 12 | | | | | |
| Stage 1 or 1st year | 13.63 | 15.02 | 13.86 | 12.99 | 17.33 |
| Stage 2 or 2nd year | 16.35 | 18.02 | 16.63 | 15.59 | 20.79 |
| Stage 3 or 3rd year | 20.44 | 22.52 | 20.78 | 19.49 | 25.98 |
| Stage 4 or 4th year | 23.98 | 26.42 | 24.38 | 22.86 | 30.48 |
| Has completed year 12 | | | | | |
| Stage 1 or 1st year | 14.99 | 16.51 | 15.24 | 14.29 | 19.05 |
| Stage 2 or 2nd year | 17.71 | 19.51 | 18.01 | 16.89 | 22.52 |
| Stage 3 or 3rd year | 20.44 | 22.52 | 20.78 | 19.49 | 25.98 |
| Stage 4 or 4th year | 23.98 | 26.42 | 24.38 | 22.86 | 30.48 |

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 | 17.33 | 23.10 | 23.10 | 28.88 |
| Stage 2 or 2nd year | 20.79 | 27.72 | 27.72 | 34.65 |
| Stage 3 or 3rd year | 25.98 | 34.64 | 34.64 | 43.30 |
| Stage 4 or 4th year | 30.48 | 40.64 | 40.64 | 50.80 |
| Has completed year 12 | | | | |
| Stage 1 or 1st year | 19.05 | 25.40 | 25.40 | 31.75 |
| Stage 2 or 2nd year | 22.52 | 30.02 | 30.02 | 37.53 |
| Stage 3 or 3rd year | 25.98 | 34.64 | 34.64 | 43.30 |
| Stage 4 or 4th year | 30.48 | 40.64 | 40.64 | 50.80 |

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 | 18.48 | 27.72 | 36.96 | 46.20 |
| Stage 2 or 2nd year | 19.84 | 29.76 | 39.68 | 49.60 |
| Stage 3 or 3rd year | 20.41 | 30.62 | 40.82 | 51.03 |
| Stage 4 or 4th year | 21.19 | 31.79 | 42.38 | 52.98 |
| Thereafter | 23.09 | 34.64 | 46.18 | 57.73 |

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 | 21.81 | 24.02 | 22.18 | 20.79 | 27.72 |
| Stage 2 or 2nd year | 23.41 | 25.79 | 23.81 | 22.32 | 29.76 |
| Stage 3 or 3rd year | 24.08 | 26.53 | 24.49 | 22.96 | 30.62 |
| Stage 4 or 4th year | 25.00 | 27.55 | 25.43 | 23.84 | 31.79 |
| Thereafter | 27.25 | 30.02 | 27.71 | 25.98 | 34.64 |

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 | 27.72 | 36.96 | 36.96 | 46.20 |
| Stage 2 or 2nd year | 29.76 | 39.68 | 39.68 | 49.60 |
| Stage 3 or 3rd year | 30.62 | 40.82 | 40.82 | 51.03 |
| Stage 4 or 4th year | 31.79 | 42.38 | 42.38 | 52.98 |
| Thereafter | 34.64 | 46.18 | 46.18 | 57.73 |

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 |
| | % of minimum hourly rate | | | |
| | 100% | 125% | 200% | 275% |
| | \$ | \$ | \$ | \$ |
| RS&R Level 4 Vehicle salesperson (less than 6 months experience) | 21.92 | 27.40 | 43.84 | 60.28 |
| RS&R Level 6 Vehicle salesperson (more than 6 months experience) | 23.09 | 28.86 | 46.18 | 63.50 |

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

| | Full-time and part-time employees | Casual employees | | |
|--|-----------------------------------|------------------------|--------------------|--------|
| | | All hours ¹ | Monday to Saturday | Sunday |
| % of junior hourly rate | | | | |
| | 100% | 125% | 200% | 275% |
| | \$ | \$ | \$ | \$ |
| Junior employees with less than 6 months experience | | | | |
| 16 years and under | 9.42 | 11.78 | 18.84 | 25.91 |
| 17 years | 9.92 | 12.40 | 19.84 | 27.28 |
| 18 years | 12.40 | 15.50 | 24.80 | 34.10 |
| 19 years | 14.88 | 18.60 | 29.76 | 40.92 |
| 20 years | 17.36 | 21.70 | 34.72 | 47.74 |
| Junior employees with more than 6 months experience | | | | |
| 16 years and under | 10.41 | 13.01 | 20.82 | 28.63 |
| 17 years | 10.96 | 13.70 | 21.92 | 30.14 |
| 18 years | 13.70 | 17.13 | 27.40 | 37.68 |
| 19 years | 16.44 | 20.55 | 32.88 | 45.21 |
| 20 years | 19.18 | 23.98 | 38.36 | 52.75 |

70. By deleting the amounts “\$22.70” and “\$862.50” appearing in clause C.1.1 and inserting “\$23.09” and “\$877.60” 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 | 38.09 | per week |

| Allowance | Clause | % of hourly standard rate | % of weekly standard rate | \$ | Payable |
|---|---------------|----------------------------------|----------------------------------|-----------|------------------|
| Leading hand in charge of—more than 10 and not more than 20 employees | 18.2 | - | 6.54 | 57.40 | per week |
| Leading hand in charge of—more than 20 employees | 18.2 | - | 8.31 | 72.93 | per week |
| First aid allowance | 18.3 | - | 2.0 | 17.55 | per week |
| Driver handling money—up to \$20 | 18.4(b) | 7.69 | - | 1.78 | per week |
| Driver handling money—over \$20 but not exceeding \$200 | 18.4(b) | 14.06 | - | 3.25 | per week |
| Driver handling money—over \$200 but not exceeding \$600 | 18.4(b) | 26.64 | - | 6.15 | per week |
| Driver handling money—over \$600 but not exceeding \$1000 | 18.4(b) | 33.79 | - | 7.80 | per week |
| Driver handling money—over \$1000 | 18.4(b) | 47.79 | - | 11.03 | per week |
| Confined spaces allowance | 18.5(a) | 3.69 | - | 0.85 | per week |
| Dirty work allowance | 18.6(a) | 2.86 | - | 0.66 | per week |
| Dirty work—minimum per day or shift | 18.6(b) | 11.2 | - | 2.59 | per day or shift |
| Hot places allowance—temperature artificially raised to between 46 and 54°C | 18.7(a)(i) | 2.86 | - | 0.66 | per hour |

| Allowance | Clause | % of hourly standard rate | % of weekly standard rate | \$ | Payable |
|--|---------------|----------------------------------|----------------------------------|-----------|----------------|
| Hot places allowance—temperature artificially raised over 54°C | 18.7(a)(ii) | 3.69 | - | 0.85 | per hour |
| Wet places allowance | 18.8(a) | 2.56 | - | 0.59 | per hour |
| Handling glass or slag wool | 18.9 | 3.69 | - | 0.85 | per hour |
| Handling garbage—vehicle driver or assistant | 18.10 | 2.86 | - | 0.66 | per hour |
| Working on uncleaned vehicle used for livestock transport | 18.11 | 2.86 | - | 0.66 | per hour |
| Slicking with carbon black and hand spraying tyres | 18.12 | 4.29 | - | 0.99 | per day |
| Large tyre fitting—offsite | 18.13 | 4.23 | - | 0.98 | per day |
| Fork-lifts or cranes—2 or more in one lift | 18.14 | 0.29 | - | 2.55 | per day |

72. By deleting the amounts “\$22.70” and “\$862.50” appearing in clause C.2.1 and inserting “\$23.09” and “\$877.60” 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 | 1.67 | per week |
| Driver of | 16.4(a)(ii) | 9.36 | - | 2.16 | per day |

| Allowance | Clause | % of hourly standard rate | % of weekly standard rate | \$ | Payable |
|---|---------------|----------------------------------|----------------------------------|-----------|----------------|
| commercial vehicle—Drawing an empty trailer | | | | | |
| Driver of commercial vehicle—Drawing a loaded trailer | 16.4(a)(iii) | 16.92 | - | 3.91 | per day |
| Driver driving—articulated vehicle (per additional complete tonne over 10 tonnes) | 16.4(b) | - | 0.18 | 1.58 | per week |
| Driver driving—tow truck | 16.4(c) | - | 2.52 | 22.12 | per week |

B. This determination comes into operation on 1 February 2021. 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 February 2021.

PRESIDENT