



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23

(C2023/1)

VEHICLE REPAIR, SERVICES AND RETAIL AWARD 2020

[MA000089]

Vehicle 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:

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	859.30	22.61
Vehicle RS&R industry employee—Level 2	R2	882.80	23.23
Vehicle RS&R industry employee—Level 3	R3	914.90	24.08
Vehicle RS&R industry employee—Level 4	R4	945.00	24.87

Employee classification	Wage group level	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Vehicle RS&R industry employee—Level 5	R5	967.50	25.46
Vehicle RS&R industry employee—tradesperson or equivalent Level I	R6	995.00	26.18
Vehicle RS&R industry employee—tradesperson or equivalent Level II	R7	1088.60	28.65

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 Driver—forklift	944.90	24.87
Lifting capacity in excess of 4500kg Driver—forklift	944.90	24.87
Driver—mobile crane:		
Lifting capacity up to 10 tonnes Driver—mobile crane	944.90	24.87
Lifting capacity in excess of 10 tonnes Driver—mobile crane	944.90	24.87
Driver—commercial vehicle used in the course of the employer’s business:		
Makers capacity of 3 tonnes or less Driver—commercial vehicle used in the course of the employer’s business	944.90	24.87
Makers capacity of over 3 tonnes but under 8 tonnes Driver—commercial vehicle used in the course of the employer’s business	944.90	24.87

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Driver—articulated vehicle:		
Makers capacity up to and including 10 tonnes Driver—articulated vehicle	980.40	25.80
Driver—tow truck:		
Class 1 Driver—tow truck	944.90	24.87
Class 2 and 3 Driver—tow truck	944.90	24.87
Class 4 Driver—tow truck	995.00	26.18

3. By deleting the amount “\$1.79” appearing in clause 16.4(a)(i) and inserting “\$1.89”.
4. By deleting the amount “\$2.32” appearing in clause 16.4(a)(ii) and inserting “\$2.45”.
5. By deleting the amount “\$4.19” appearing in clause 16.4(a)(iii) and inserting “\$4.43”.
6. By deleting the amount “\$1.69” appearing in clause 16.4(b) and inserting “\$1.79”.
7. By deleting the amount “\$23.71” appearing in clause 16.4(c) and inserting “\$25.07”.
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	408.17	10.74
17 years	50.0	429.65	11.31
18 years	62.5	537.06	14.13
19 years	75.0	644.48	16.96
20 years	87.5	751.89	19.79

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	448.88	11.81
17 years	50.0	472.50	12.43

Age	% of Level 4 rate	\$ per week (full-time employee)	\$ per hour
18 years	62.5	590.63	15.54
19 years	75.0	708.75	18.65
20 years	87.5	826.88	21.76

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%	497.50	55%	547.25
Stage 2 or 2nd year	60%	597.00	65%	646.75
Stage 3 or 3rd year	75%	746.25	75%	746.25
Stage 4 or 4th year	88%	875.60	88%	875.60

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	796.00
Stage 2 or 2nd year	Vehicle industry RS&R employee—Level 1	859.30
Stage 3 or 3rd year	Vehicle industry RS&R employee—Level 2	882.80
Stage 4 or 4th year	Vehicle industry RS&R employee—Level 3	914.90
Thereafter	Vehicle industry RS&R employee—tradesperson or equivalent—Level R6	995.00

12. By deleting the year “2022” in clause 16.13(b) and inserting “2023”.

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	43.18
More than 10 and not more than 20 employees	65.07
More than 20 employees	82.68

14. By deleting the amount “\$18.82” appearing in clause 18.3 and inserting “\$19.90”.

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

Amount handled	\$ per week
Up to \$20	2.01
Over \$20 but not exceeding \$200	3.68
Over \$200 but not exceeding \$600	6.97
Over \$600 but not exceeding \$1000	8.85
Over \$1000	12.51

16. By deleting the amount “\$0.91” appearing in clause 18.5(a) and inserting “\$0.97”.

17. By deleting the amount “\$0.71” appearing in clause 18.6(a) and inserting “\$0.75”.

18. By deleting the amount “\$2.77” wherever it appears in clause 18.6(b) and inserting “\$2.93”.

19. By deleting the amount “\$0.71” appearing in clause 18.7(a)(i) and inserting “\$0.75”.

20. By deleting the amount “\$0.91” appearing in clause 18.7(a)(ii) and inserting “\$0.97”.

21. By deleting the amount “\$0.63” appearing in clause 18.8(a) and inserting “\$0.67”.

22. By deleting the amount “\$0.91” appearing in clause 18.9 and inserting “\$0.97”.

23. By deleting the amount “\$0.71” appearing in clause 18.10 and inserting “\$0.75”.

24. By deleting the amount “\$0.71” appearing in clause 18.11 and inserting “\$0.75”.

25. By deleting the amount “\$1.06” appearing in clause 18.12 and inserting “\$1.12”.

26. By deleting the amount “\$1.05” appearing in clause 18.13 and inserting “\$1.11”.

27. By deleting the amount “\$2.73” appearing in clause 18.14 and inserting “\$2.89”.

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 payment ¹	
	% of relevant rate	\$	% of relevant rate	\$	% of relevant rate	\$
Duties of a driveway attendant	131.75% R1	29.79	171.87% R1	38.87	73.40% R1	16.60
Duties of a roadhouse attendant required to cook takeaway foods	131.75% R2	30.61	171.87% R2	39.93	73.40% R2	17.05
Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals	131.75% R4	32.76	171.87% R4	42.74	73.40% R4	18.25

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	22.34	18.62	14.90	14.15
Saturdays, Sundays and public holidays	29.15	24.29	19.44	18.46
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	12.45	10.38	8.30	7.89

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	22.96	19.13	15.31	14.54
Saturdays, Sundays and public holidays	29.95	24.96	19.97	18.97
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	12.79	10.66	8.53	8.10

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	24.57	20.48	16.38	15.56
Saturdays, Sundays and public holidays	32.06	26.71	21.37	20.30
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	13.69	11.41	9.13	8.67

32. By deleting the amount “\$188.18” appearing in clause 28.3(c)(i) and inserting “\$199.00”.

33. By deleting the amount “\$94.09” appearing in clause 28.3(c)(ii) and inserting “\$99.50”.

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	22.61	33.92	45.22	56.53
Vehicle RS&R industry employee—Level 2	23.23	34.85	46.46	58.08
Vehicle RS&R industry employee—Level 3	24.08	36.12	48.16	60.20
Vehicle RS&R industry employee—Level 4	24.87	37.31	49.74	62.18
Vehicle RS&R industry employee—Level 5	25.46	38.19	50.92	63.65
Vehicle RS&R industry employee—tradesperson or equivalent Level I	26.18	39.27	52.36	65.45
Vehicle RS&R industry employee—tradesperson or equivalent Level II	28.65	42.98	57.30	71.63
Driver—forklift:				
Lifting capacity up to 4500kg	24.87	37.31	49.74	62.18
Lifting capacity in excess of 4500kg	24.87	37.31	49.74	62.18
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	24.87	37.31	49.74	62.18
Lifting capacity in excess of 10 tonnes	24.87	37.31	49.74	62.18
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	24.87	37.31	49.74	62.18

Employee classification	Monday to Friday	Saturday	Sunday	Public holidays
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Makers capacity of over 3 tonnes but under 8 tonnes	24.87	37.31	49.74	62.18
Driver—articulated vehicle:				
Makers capacity up to and including 10 tonnes	25.80	38.70	51.60	64.50
Driver—tow truck:				
Class 1	24.87	37.31	49.74	62.18
Class 2 and 3	24.87	37.31	49.74	62.18
Class 4	26.18	39.27	52.36	65.45

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	26.68	29.39	27.13	25.44	33.92
Vehicle RS&R industry employee—Level 2	27.41	30.20	27.88	26.13	34.85
Vehicle RS&R industry employee—Level 3	28.41	31.30	28.90	27.09	36.12

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 4	29.35	32.33	29.84	27.98	37.31
Vehicle RS&R industry employee— Level 5	30.04	33.10	30.55	28.64	38.19
Vehicle RS&R industry employee— tradesperson or equivalent Level I	30.89	34.03	31.42	29.45	39.27
Vehicle RS&R industry employee— tradesperson or equivalent Level II	33.81	37.25	34.38	32.23	42.98
Driver— forklift:					
Lifting capacity up to 4500kg	29.35	32.33	29.84	27.98	37.31
Lifting capacity in excess of 4500kg	29.35	32.33	29.84	27.98	37.31
Driver— mobile crane:					
Lifting capacity up to 10 tonnes	29.35	32.33	29.84	27.98	37.31

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%
	\$	\$	\$	\$	\$
Lifting capacity in excess of 10 tonnes	29.35	32.33	29.84	27.98	37.31
Driver—commercial vehicle used in the course of the employer’s business:					
Makers capacity of 3 tonnes or less	29.35	32.33	29.84	27.98	37.31
Makers capacity of over 3 tonnes but under 8 tonnes	29.35	32.33	29.84	27.98	37.31
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	30.44	33.54	30.96	29.03	38.70
Driver—tow truck:					
Class 1	29.35	32.33	29.84	27.98	37.31
Class 2 and 3	29.35	32.33	29.84	27.98	37.31
Class 4	30.89	34.03	31.42	29.45	39.27

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	33.92	45.22	45.22	56.53
Vehicle RS&R industry employee—Level 2	34.85	46.46	46.46	58.08
Vehicle RS&R industry employee—Level 3	36.12	48.16	48.16	60.20
Vehicle RS&R industry employee—Level 4	37.31	49.74	49.74	62.18
Vehicle RS&R industry employee—Level 5	38.19	50.92	50.92	63.65
Vehicle RS&R industry employee—tradesperson or equivalent Level I	39.27	52.36	52.36	65.45
Vehicle RS&R industry employee—tradesperson or equivalent Level II	42.98	57.30	57.30	71.63
Driver—forklift:				
Lifting capacity up to 4500kg	37.31	49.74	49.74	62.18
Lifting capacity in excess of 4500kg	37.31	49.74	49.74	62.18
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	37.31	49.74	49.74	62.18
Lifting capacity in excess of 10 tonnes	37.31	49.74	49.74	62.18
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	37.31	49.74	49.74	62.18
Makers capacity of over 3 tonnes but under 8 tonnes	37.31	49.74	49.74	62.18

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	38.70	51.60	51.60	64.50
Driver—tow truck:				
Class 1	37.31	49.74	49.74	62.18
Class 2 and 3	37.31	49.74	49.74	62.18
Class 4	39.27	52.36	52.36	65.45

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	10.74	16.11	21.48	26.85
17 years	11.31	16.97	22.62	28.28
18 years	14.13	21.20	28.26	35.33
19 years	16.96	25.44	33.92	42.40
20 years	19.79	29.69	39.58	49.48

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	12.67	13.96	12.89	12.08	16.11
17 years	13.35	14.70	13.57	12.72	16.97
18 years	16.67	18.37	16.96	15.90	21.20
19 years	20.01	22.05	20.35	19.08	25.44
20 years	23.35	25.73	23.75	22.26	29.69

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	16.11	21.48	21.48	26.85
17 years	16.97	22.62	22.62	28.28
18 years	21.20	28.26	28.26	35.33
19 years	25.44	33.92	33.92	42.40
20 years	29.69	39.58	39.58	49.48

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	11.81	17.72	23.62	29.53
17 years	12.43	18.65	24.86	31.08
18 years	15.54	23.31	31.08	38.85
19 years	18.65	27.98	37.30	46.63
20 years	21.76	32.64	43.52	54.40

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	13.94	15.35	14.17	13.29	17.72
17 years	14.67	16.16	14.92	13.98	18.65
18 years	18.34	20.20	18.65	17.48	23.31
19 years	22.01	24.25	22.38	20.98	27.98
20 years	25.68	28.29	26.11	24.48	32.64

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	17.72	23.62	23.62	29.53
17 years	18.65	24.86	24.86	31.08
18 years	23.31	31.08	31.08	38.85
19 years	27.98	37.30	37.30	46.63
20 years	32.64	43.52	43.52	54.40

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	17.41	26.12	34.82	43.53
19 years	19.89	29.84	39.78	49.73
Drivers of tow trucks – class 4				
Under 19 years	18.33	27.50	36.66	45.83
19 years	20.95	31.43	41.90	52.38

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 shifts ¹	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	20.54	22.63	20.89	19.59	26.12
19 years	23.47	25.86	23.87	22.38	29.84
Drivers of tow trucks – class 4					
Under 19 years	21.63	23.83	22.00	20.62	27.50
19 years	24.72	27.24	25.14	23.57	31.43

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	26.12	34.82	34.82	43.53
19 years	29.84	39.78	39.78	49.73

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (drivers)			
	150%	200%	200%	250%
	\$	\$	\$	\$
Drivers of tow trucks – class 4				
Under 19 years	27.50	36.66	36.66	45.83
19 years	31.43	41.90	41.90	52.38

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	28.26	33.92	39.57	50.87	62.18
Vehicle RS&R industry employee—Level 2	29.04	34.85	40.65	52.27	63.88
Vehicle RS&R industry employee—Level 3	30.10	36.12	42.14	54.18	66.22
Vehicle RS&R industry employee—Level 4	31.09	37.31	43.52	55.96	68.39
Vehicle RS&R industry employee—Level 5	31.83	38.19	44.56	57.29	70.02
Vehicle RS&R industry employee—tradesperson or equivalent Level I	32.73	39.27	45.82	58.91	72.00
Vehicle RS&R industry employee—tradesperson or equivalent Level II	35.81	42.98	50.14	64.46	78.79
Driver—forklift:					
Lifting capacity up to 4500kg	31.09	37.31	43.52	55.96	68.39
Lifting capacity in excess of 4500kg	31.09	37.31	43.52	55.96	68.39

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%
	\$	\$	\$	\$	\$
Driver—mobile crane:					
Lifting capacity up to 10 tonnes	31.09	37.31	43.52	55.96	68.39
Lifting capacity in excess of 10 tonnes	31.09	37.31	43.52	55.96	68.39
Driver—commercial vehicle used in the course of the employer’s business:					
Makers capacity of 3 tonnes or less	31.09	37.31	43.52	55.96	68.39
Makers capacity of over 3 tonnes but under 8 tonnes	31.09	37.31	43.52	55.96	68.39
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	32.25	38.70	45.15	58.05	70.95
Driver—tow truck:					
Class 1	31.09	37.31	43.52	55.96	68.39
Class 2 and 3	31.09	37.31	43.52	55.96	68.39
Class 4	32.73	39.27	45.82	58.91	72.00

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	13.43	16.11	18.80	24.17	29.54
17 years	14.14	16.97	19.79	25.45	31.10
18 years	17.66	21.20	24.73	31.79	38.86
19 years	21.20	25.44	29.68	38.16	46.64
20 years	24.74	29.69	34.63	44.53	54.42

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	14.76	17.72	20.67	26.57	32.48
17 years	15.54	18.65	21.75	27.97	34.18
18 years	19.43	23.31	27.20	34.97	42.74
19 years	23.31	27.98	32.64	41.96	51.29
20 years	27.20	32.64	38.08	48.96	59.84

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	21.76	26.12	30.47	39.17	47.88
19 years	24.86	29.84	34.81	44.75	54.70
Drivers of tow trucks – class 4					
Under 19 years	22.91	27.50	32.08	41.24	50.41
19 years	26.19	31.43	36.66	47.14	57.61

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%
	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	22.61	33.92	33.92	45.22
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	23.23	34.85	34.85	46.46
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	24.87	37.31	37.31	49.74

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%
	\$	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	26.68	29.39	27.13	25.44	33.92
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	27.41	30.20	27.88	26.13	34.85

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%
	\$	\$	\$	\$	\$
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	29.35	32.33	29.84	27.98	37.31

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	33.92	45.22	45.22	45.22
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	34.85	46.46	46.46	46.46
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	37.31	49.74	49.74	49.74

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	10.74	16.11	16.11	21.48
17 years	11.31	16.97	16.97	22.62
18 years	14.13	21.20	21.20	28.26
19 years	16.96	25.44	25.44	33.92
20 years	19.79	29.69	29.69	39.58

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	12.67	13.96	12.89	12.08	16.11
17 years	13.35	14.70	13.57	12.72	16.97
18 years	16.67	18.37	16.96	15.90	21.20
19 years	20.01	22.05	20.35	19.08	25.44
20 years	23.35	25.73	23.75	22.26	29.69

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	16.11	21.48	21.48	21.48
17 years	16.97	22.62	22.62	22.62
18 years	21.20	28.26	28.26	28.26
19 years	25.44	33.92	33.92	33.92
20 years	29.69	39.58	39.58	39.58

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	11.81	17.72	17.72	23.62
17 years	12.43	18.65	18.65	24.86
18 years	15.54	23.31	23.31	31.08
19 years	18.65	27.98	27.98	37.30
20 years	21.76	32.64	32.64	43.52

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	13.94	15.35	14.17	13.29	17.72
17 years	14.67	16.16	14.92	13.98	18.65
18 years	18.34	20.20	18.65	17.48	23.31
19 years	22.01	24.25	22.38	20.98	27.98
20 years	25.68	28.29	26.11	24.48	32.64

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	17.72	23.62	23.62	23.62
17 years	18.65	24.86	24.86	24.86
18 years	23.31	31.08	31.08	31.08
19 years	27.98	37.30	37.30	37.30
20 years	32.64	43.52	43.52	43.52

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	29.79	22.34	18.62	14.90	14.15
Saturdays, Sundays and public holidays	38.87	29.15	24.29	19.44	18.46
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	16.60	12.45	10.38	8.30	7.89

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	30.61	22.96	19.13	15.31	14.54
Saturdays, Sundays and public holidays	39.93	29.95	24.96	19.97	18.97
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	17.05	12.79	10.66	8.53	8.10

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	32.76	24.57	20.48	16.38	15.56
Saturdays, Sundays and public holidays	42.74	32.06	26.71	21.37	20.30
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	18.25	13.69	11.41	9.13	8.67

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	13.09	19.64	26.18	32.73
Stage 2 or 2nd year	15.71	23.57	31.42	39.28
Stage 3 or 3rd year	19.64	29.46	39.28	49.10
Stage 4 or 4th year	23.04	34.56	46.08	57.60
Has completed year 12				
Stage 1 or 1st year	14.40	21.60	28.80	36.00
Stage 2 or 2nd year	17.02	25.53	34.04	42.55
Stage 3 or 3rd year	19.64	29.46	39.28	49.10
Stage 4 or 4th year	23.04	34.56	46.08	57.60

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	15.45	17.02	15.71	14.73	19.64
Stage 2 or 2nd year	18.54	20.42	18.85	17.67	23.57
Stage 3 or 3rd year	23.18	25.53	23.57	22.10	29.46
Stage 4 or 4th year	27.19	29.95	27.65	25.92	34.56
Has completed year 12					
Stage 1 or 1st year	16.99	18.72	17.28	16.20	21.60
Stage 2 or 2nd year	20.08	22.13	20.42	19.15	25.53
Stage 3 or 3rd year	23.18	25.53	23.57	22.10	29.46
Stage 4 or 4th year	27.19	29.95	27.65	25.92	34.56

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	19.64	26.18	26.18	32.73
Stage 2 or 2nd year	23.57	31.42	31.42	39.28
Stage 3 or 3rd year	29.46	39.28	39.28	49.10
Stage 4 or 4th year	34.56	46.08	46.08	57.60
Has completed year 12				
Stage 1 or 1st year	21.60	28.80	28.80	36.00
Stage 2 or 2nd year	25.53	34.04	34.04	42.55
Stage 3 or 3rd year	29.46	39.28	39.28	49.10
Stage 4 or 4th year	34.56	46.08	46.08	57.60

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	20.95	31.43	41.90	52.38
Stage 2 or 2nd year	22.61	33.92	45.22	56.53
Stage 3 or 3rd year	23.23	34.85	46.46	58.08
Stage 4 or 4th year	24.08	36.12	48.16	60.20
Thereafter	26.18	39.27	52.36	65.45

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	24.72	27.24	25.14	23.57	31.43
Stage 2 or 2nd year	26.68	29.39	27.13	25.44	33.92
Stage 3 or 3rd year	27.41	30.20	27.88	26.13	34.85
Stage 4 or 4th year	28.41	31.30	28.90	27.09	36.12
Thereafter	30.89	34.03	31.42	29.45	39.27

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	31.43	41.90	41.90	52.38
Stage 2 or 2nd year	33.92	45.22	45.22	56.53
Stage 3 or 3rd year	34.85	46.46	46.46	58.08
Stage 4 or 4th year	36.12	48.16	48.16	60.20
Thereafter	39.27	52.36	52.36	65.45

68. By deleting the table appearing in clause B.7.1 and inserting the following:

	Full-time and part-time employees	Casual employees		
		All hours ¹	Monday to Saturday	Sunday
	% of minimum hourly rate			
	100%	125%	200%	275%
	\$	\$	\$	\$
RS&R Level 4 Vehicle salesperson (less than 6 months experience)	24.87	31.09	49.74	68.39
RS&R Level 6 Vehicle salesperson (more than 6 months experience)	26.18	32.73	52.36	72.00

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 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	10.74	13.43	21.48	29.54
17 years	11.31	14.14	22.62	31.10
18 years	14.13	17.66	28.26	38.86
19 years	16.96	21.20	33.92	46.64
20 years	19.79	24.74	39.58	54.42
Junior employees with more than 6 months experience				
16 years and under	11.81	14.76	23.62	32.48
17 years	12.43	15.54	24.86	34.18
18 years	15.54	19.43	31.08	42.74
19 years	18.65	23.31	37.30	51.29
20 years	21.76	27.20	43.52	59.84

70. By deleting the amounts “\$24.76” and “\$940.90” appearing in clause C.1.1 and inserting “\$26.18” and “\$995.00” 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	43.18	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	65.07	per week
Leading hand in charge of—more than 20 employees	18.2	-	8.31	82.68	per week
First aid allowance	18.3	-	2.0	19.90	per week
Driver handling money—up to \$20	18.4(b)	7.69	-	2.01	per week
Driver handling money—over \$20 but not exceeding \$200	18.4(b)	14.06	-	3.68	per week
Driver handling money—over \$200 but not exceeding \$600	18.4(b)	26.64	-	6.97	per week
Driver handling money—over \$600 but not exceeding \$1000	18.4(b)	33.79	-	8.85	per week
Driver handling money—over \$1000	18.4(b)	47.79	-	12.51	per week
Confined spaces allowance	18.5(a)	3.69	-	0.97	per hour
Dirty work allowance	18.6(a)	2.86	-	0.75	per hour
Dirty work—minimum per day or shift	18.6(b)	11.2	-	2.93	per day or shift
Hot places allowance—temperature artificially raised to between 46 and 54°C	18.7(a)(i)	2.86	-	0.75	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	-	0.97	per hour
Wet places allowance	18.8(a)	2.56	-	0.67	per hour
Handling glass or slag wool	18.9	3.69	-	0.97	per hour
Handling garbage—vehicle driver or assistant	18.10	2.86	-	0.75	per hour
Working on uncleaned vehicle used for livestock transport	18.11	2.86	-	0.75	per hour
Slicking with carbon black and hand spraying tyres	18.12	4.29	-	1.12	per day
Large tyre fitting—offsite	18.13	4.23	-	1.11	per day
Fork-lifts or cranes—2 or more in one lift	18.14	-	0.29	2.89	per day

72. By deleting the amounts “\$24.76” and “\$940.90” appearing in clause C.2.1 and inserting “\$26.18” and “\$995.00” 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	1.89	per week

Allowance	Clause	% of hourly standard rate	% of weekly standard rate	\$	Payable
Driver of commercial vehicle—Drawing an empty trailer	16.4(a)(ii)	9.36	-	2.45	per day
Driver of commercial vehicle—Drawing a loaded trailer	16.4(a)(iii)	16.92	-	4.43	per day
Driver of articulated vehicle—per additional complete tonne over 10 tonnes	16.4(b)	-	0.18	1.79	per week
Driver driving—tow truck	16.4(c)	-	2.52	25.07	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