



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21 (C2021/1)

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 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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	772.60	20.33
Vehicle RS&R industry employee—Level 2	R2	794.80	20.92
Vehicle RS&R industry employee—Level 3	R3	825.20	21.72

Item A.12 was amended on 24 June 2021 to insert the correct date of reference to the National Training Wage in the Miscellaneous Award 2020

Employee classification	Wage group level	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Vehicle RS&R industry employee—Level 4	R4	853.60	22.46
Vehicle RS&R industry employee—Level 5	R5	874.70	23.02
Vehicle RS&R industry employee—tradesperson or equivalent Level I	R6	899.50	23.67
Vehicle RS&R industry employee—tradesperson or equivalent Level II	R7	984.10	25.90

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	853.50	22.46
Lifting capacity in excess of 4500kg	853.50	22.46
Driver—mobile crane:		
Lifting capacity up to 10 tonnes	853.50	22.46
Lifting capacity in excess of 10 tonnes	853.50	22.46
Driver—commercial vehicle used in the course of the employer’s business:		
Makers capacity of 3 tonnes or less	853.50	22.46
Makers capacity of over 3 tonnes but under 8 tonnes	853.50	22.46
Driver—articulated vehicle:		
Makers capacity up to and including 10 tonnes	886.30	23.32
Driver—tow truck:		
Class 1	853.50	22.46

	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Class 2 and 3	853.50	22.46
Class 4	899.50	23.67

3. By deleting the amount “\$1.67” appearing in clause 16.4(a)(i) and inserting “\$1.71”.
4. By deleting the amount “\$2.16” appearing in clause 16.4(a)(ii) and inserting “\$2.22”.
5. By deleting the amount “\$3.91” appearing in clause 16.4(a)(iii) and inserting “\$4.00”.
6. By deleting the amount “\$1.58” appearing in clause 16.4(b) and inserting “\$1.62”.
7. By deleting the amount “\$22.12” appearing in clause 16.4(c) and inserting “\$22.67”.
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	366.99	9.66
17 years	50.0	386.30	10.17
18 years	62.5	482.88	12.71
19 years	75.0	579.45	15.25
20 years	87.5	676.03	17.79

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	405.46	10.67
17 years	50.0	426.80	11.23
18 years	62.5	533.50	14.04
19 years	75.0	640.20	16.85
20 years	87.5	746.90	19.66

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%	449.75	55%	494.73
Stage 2 or 2nd year	60%	539.70	65%	584.68
Stage 3 or 3rd year	75%	674.63	75%	674.63
Stage 4 or 4th year	88%	791.56	88%	791.56

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	719.60
Stage 2 or 2nd year	Vehicle industry RS&R employee—Level 1	772.60
Stage 3 or 3rd year	Vehicle industry RS&R employee—Level 2	794.80
Stage 4 or 4th year	Vehicle industry RS&R employee—Level 3	825.20
Thereafter	Vehicle industry RS&R employee—tradesperson or equivalent—Level R6	899.50

12. By deleting the words “1 February 2021” in clause 16.13(b) and inserting “1 July 2021”.

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	39.04
More than 10 and not more than 20 employees	58.83
More than 20 employees	74.75

14. By deleting the amount “\$17.55” appearing in clause 18.3 and inserting “\$17.99”.

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

Amount handled	\$ per week
Up to \$20	1.82
Over \$20 but not exceeding \$200	3.33
Over \$200 but not exceeding \$600	6.31
Over \$600 but not exceeding \$1000	8.00
Over \$1000	11.31

16. By deleting the amount “\$0.85” appearing in clause 18.5(a) and inserting “\$0.87”.
17. By deleting the amount “\$0.66” appearing in clause 18.6(a) and inserting “\$0.68”.
18. By deleting the amount “\$2.59” wherever it appears in clause 18.6(b) and inserting “\$2.65”.
19. By deleting the amount “\$0.66” appearing in clause 18.7(a)(i) and inserting “\$0.68”.
20. By deleting the amount “\$0.85” appearing in clause 18.7(a)(ii) and inserting “\$0.87”.
21. By deleting the amount “\$0.59” appearing in clause 18.8(a) and inserting “\$0.61”.
22. By deleting the amount “\$0.85” appearing in clause 18.9 and inserting “\$0.87”.
23. By deleting the amount “\$0.66” appearing in clause 18.10 and inserting “\$0.68”.
24. By deleting the amount “\$0.66” appearing in clause 18.11 and inserting “\$0.68”.
25. By deleting the amount “\$0.99” appearing in clause 18.12 and inserting “\$1.02”.
26. By deleting the amount “\$0.98” appearing in clause 18.13 and inserting “\$1.00”.
27. By deleting the amount “\$2.55” appearing in clause 18.14 and inserting “\$2.61”.
28. By deleting the table appearing in clause 27.3(a) and inserting the following:

	Monday to Friday		Saturdays, Sundays and public holidays		Overtime—additional payment¹	
	% of relevant rate	\$	% of relevant rate	\$	% of relevant rate	\$
Duties of a driveway	131.75% R1	26.79	171.87% R1	34.94	73.40% R1	14.92

	Monday to Friday		Saturdays, Sundays and public holidays		Overtime—additional payment ¹	
	% of relevant rate	\$	% of relevant rate	\$	% of relevant rate	\$
attendant						
Duties of a roadhouse attendant required to cook takeaway foods	131.75% R2	27.56	171.87% R2	35.95	73.40% R2	15.35
Duties of a console operator, or roadhouse attendant if engaged to primarily cook other than takeaway meals	131.75% R4	29.60	171.87% R4	38.61	73.40% R4	16.49

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	20.09	16.74	13.40	12.73
Saturdays, Sundays and public holidays	26.21	21.84	17.47	16.60
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	11.19	9.33	7.46	7.09

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	20.67	17.23	13.78	13.09
Saturdays, Sundays and public holidays	26.96	22.47	17.98	17.08
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	11.51	9.59	7.68	7.29

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	22.20	18.50	14.80	14.06
Saturdays, Sundays and public holidays	28.96	24.13	19.31	18.34
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	12.37	10.31	8.25	7.83

32. By deleting the amount “\$175.52” appearing in clause 28.3(c)(i) and inserting “\$179.90”.

33. By deleting the amount “\$87.76” appearing in clause 28.3(c)(ii) and inserting “\$89.95”.

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	20.33	30.50	40.66	50.83
Vehicle RS&R industry employee—Level 2	20.92	31.38	41.84	52.30
Vehicle RS&R industry employee—Level 3	21.72	32.58	43.44	54.30
Vehicle RS&R industry employee—Level 4	22.46	33.69	44.92	56.15
Vehicle RS&R industry employee—Level 5	23.02	34.53	46.04	57.55
Vehicle RS&R industry employee—tradesperson or equivalent Level I	23.67	35.51	47.34	59.18
Vehicle RS&R industry employee—tradesperson or equivalent Level II	25.90	38.85	51.80	64.75
Driver—forklift:				
Lifting capacity up to 4500kg	22.46	33.69	44.92	56.15
Lifting capacity in excess of 4500kg	22.46	33.69	44.92	56.15
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	22.46	33.69	44.92	56.15
Lifting capacity in excess of 10 tonnes	22.46	33.69	44.92	56.15
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	22.46	33.69	44.92	56.15
Makers capacity of over 3 tonnes but under 8 tonnes	22.46	33.69	44.92	56.15

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	23.32	34.98	46.64	58.30
Driver—tow truck:				
Class 1	22.46	33.69	44.92	56.15
Class 2 and 3	22.46	33.69	44.92	56.15
Class 4	23.67	35.51	47.34	59.18

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	23.99	26.43	24.40	22.87	30.50
Vehicle RS&R industry employee—Level 2	24.69	27.20	25.10	23.54	31.38
Vehicle RS&R industry employee—Level 3	25.63	28.24	26.06	24.44	32.58
Vehicle RS&R industry employee—Level 4	26.50	29.20	26.95	25.27	33.69

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	27.16	29.93	27.62	25.90	34.53
Vehicle RS&R industry employee— tradesperson or equivalent Level I	27.93	30.77	28.40	26.63	35.51
Vehicle RS&R industry employee— tradesperson or equivalent Level II	30.56	33.67	31.08	29.14	38.85
Driver— forklift:					
Lifting capacity up to 4500kg	26.50	29.20	26.95	25.27	33.69
Lifting capacity in excess of 4500kg	26.50	29.20	26.95	25.27	33.69
Driver— mobile crane:					
Lifting capacity up to 10 tonnes	26.50	29.20	26.95	25.27	33.69
Lifting capacity in excess of 10 tonnes	26.50	29.20	26.95	25.27	33.69

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	26.50	29.20	26.95	25.27	33.69
Makers capacity of over 3 tonnes but under 8 tonnes	26.50	29.20	26.95	25.27	33.69
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	27.52	30.32	27.98	26.24	34.98
Driver—tow truck:					
Class 1	26.50	29.20	26.95	25.27	33.69
Class 2 and 3	26.50	29.20	26.95	25.27	33.69
Class 4	27.93	30.77	28.40	26.63	35.51

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	30.50	40.66	40.66	50.83
Vehicle RS&R industry employee—Level 2	31.38	41.84	41.84	52.30
Vehicle RS&R industry employee—Level 3	32.58	43.44	43.44	54.30
Vehicle RS&R industry employee—Level 4	33.69	44.92	44.92	56.15
Vehicle RS&R industry employee—Level 5	34.53	46.04	46.04	57.55
Vehicle RS&R industry employee—tradesperson or equivalent Level I	35.51	47.34	47.34	59.18
Vehicle RS&R industry employee—tradesperson or equivalent Level II	38.85	51.80	51.80	64.75
Driver—forklift:				
Lifting capacity up to 4500kg	33.69	44.92	44.92	56.15
Lifting capacity in excess of 4500kg	33.69	44.92	44.92	56.15
Driver—mobile crane:				
Lifting capacity up to 10 tonnes	33.69	44.92	44.92	56.15
Lifting capacity in excess of 10 tonnes	33.69	44.92	44.92	56.15
Driver—commercial vehicle used in the course of the employer’s business:				
Makers capacity of 3 tonnes or less	33.69	44.92	44.92	56.15
Makers capacity of over 3 tonnes but under 8 tonnes	33.69	44.92	44.92	56.15

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	34.98	46.64	46.64	58.30
Driver—tow truck:				
Class 1	33.69	44.92	44.92	56.15
Class 2 and 3	33.69	44.92	44.92	56.15
Class 4	35.51	47.34	47.34	59.18

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	9.66	14.49	19.32	24.15
17 years	10.17	15.26	20.34	25.43
18 years	12.71	19.07	25.42	31.78
19 years	15.25	22.88	30.50	38.13
20 years	17.79	26.69	35.58	44.48

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	11.40	12.56	11.59	10.87	14.49
17 years	12.00	13.22	12.20	11.44	15.26
18 years	15.00	16.52	15.25	14.30	19.07
19 years	18.00	19.83	18.30	17.16	22.88
20 years	20.99	23.13	21.35	20.01	26.69

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	14.49	19.32	19.32	24.15
17 years	15.26	20.34	20.34	25.43
18 years	19.07	25.42	25.42	31.78
19 years	22.88	30.50	30.50	38.13
20 years	26.69	35.58	35.58	44.48

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	10.67	16.01	21.34	26.68
17 years	11.23	16.85	22.46	28.08
18 years	14.04	21.06	28.08	35.10
19 years	16.85	25.28	33.70	42.13
20 years	19.66	29.49	39.32	49.15

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	12.59	13.87	12.80	12.00	16.01
17 years	13.25	14.60	13.48	12.63	16.85
18 years	16.57	18.25	16.85	15.80	21.06
19 years	19.88	21.91	20.22	18.96	25.28
20 years	23.20	25.56	23.59	22.12	29.49

42. By deleting the table appearing in clause B.1.5(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 4)			
	150%	200%	200%	250%
	\$	\$	\$	\$
16 years and under	16.01	21.34	21.34	26.68
17 years	16.85	22.46	22.46	28.08
18 years	21.06	28.08	28.08	35.10
19 years	25.28	33.70	33.70	42.13
20 years	29.49	39.32	39.32	49.15

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	15.72	23.58	31.44	39.30
19 years	17.97	26.96	35.94	44.93
Drivers of tow trucks – class 4				
Under 19 years	16.57	24.86	33.14	41.43
19 years	18.94	28.41	37.88	47.35

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	18.55	20.44	18.86	17.69	23.58
19 years	21.20	23.36	21.56	20.22	26.96
Drivers of tow trucks – class 4					
Under 19 years	19.55	21.54	19.88	18.64	24.86
19 years	22.35	24.62	22.73	21.31	28.41

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	23.58	31.44	31.44	39.30
19 years	26.96	35.94	35.94	44.93
Drivers of tow trucks – class 4				
Under 19 years	24.86	33.14	33.14	41.43
19 years	28.41	37.88	37.88	47.35

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	25.41	30.50	35.58	45.74	55.91
Vehicle RS&R industry employee—Level 2	26.15	31.38	36.61	47.07	57.53
Vehicle RS&R industry employee—Level 3	27.15	32.58	38.01	48.87	59.73
Vehicle RS&R industry employee—Level 4	28.08	33.69	39.31	50.54	61.77
Vehicle RS&R industry employee—Level 5	28.78	34.53	40.29	51.80	63.31

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	29.59	35.51	41.42	53.26	65.09
Vehicle RS&R industry employee—tradesperson or equivalent Level II	32.38	38.85	45.33	58.28	71.23
Driver—forklift:					
Lifting capacity up to 4500kg	28.08	33.69	39.31	50.54	61.77
Lifting capacity in excess of 4500kg	28.08	33.69	39.31	50.54	61.77
Driver—mobile crane:					
Lifting capacity up to 10 tonnes	28.08	33.69	39.31	50.54	61.77
Lifting capacity in excess of 10 tonnes	28.08	33.69	39.31	50.54	61.77
Driver—commercial vehicle used in the course of the employer’s business:					
Makers capacity of 3 tonnes or less	28.08	33.69	39.31	50.54	61.77
Makers capacity of over 3 tonnes but under 8 tonnes	28.08	33.69	39.31	50.54	61.77
Driver—articulated vehicle:					
Makers capacity up to and including 10 tonnes	29.15	34.98	40.81	52.47	64.13
Driver—tow truck:					
Class 1	28.08	33.69	39.31	50.54	61.77
Class 2 and 3	28.08	33.69	39.31	50.54	61.77
Class 4	29.59	35.51	41.42	53.26	65.09

47. By deleting the table appearing in clause B.2.2(a) and inserting the following:

Age	Monday to Friday		Saturday	Sunday	Public holidays
	6.00 am to 6.00 pm	6.00pm to 6.00 am			
	% of junior hourly rate (Level 1)				
	125%	150%	175%	225%	275%
	\$	\$	\$	\$	\$
16 years and under	12.08	14.49	16.91	21.74	26.57
17 years	12.71	15.26	17.80	22.88	27.97
18 years	15.89	19.07	22.24	28.60	34.95
19 years	19.06	22.88	26.69	34.31	41.94
20 years	22.24	26.69	31.13	40.03	48.92

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	13.34	16.01	18.67	24.01	29.34
17 years	14.04	16.85	19.65	25.27	30.88
18 years	17.55	21.06	24.57	31.59	38.61
19 years	21.06	25.28	29.49	37.91	46.34
20 years	24.58	29.49	34.41	44.24	54.07

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	19.65	23.58	27.51	35.37	43.23
19 years	22.46	26.96	31.45	40.43	49.42
Drivers of tow trucks – class 4					
Under 19 years	20.71	24.86	29.00	37.28	45.57
19 years	23.68	28.41	33.15	42.62	52.09

50. By deleting the table appearing in clause B.3.1 and inserting the following:

Classification	Monday to Friday, Saturday before midday	Saturday after midday	Sunday	Public holidays
	100%	150%	150%	200%
	\$	\$	\$	\$
RS&R Level 1 Driveway attendant	20.33	30.50	30.50	40.66
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	20.92	31.38	31.38	41.84
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	22.46	33.69	33.69	44.92

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	23.99	26.43	24.40	22.87	30.50
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	24.69	27.20	25.10	23.54	31.38
RS&R Level 4 Roadhouse attendant (engaged primarily to cook other than takeaway) Driveway attendant operating a console Console operator	26.50	29.20	26.95	25.27	33.69

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	30.50	40.66	40.66	40.66
RS&R Level 2 Roadhouse attendant (when required to cook takeaway)	31.38	41.84	41.84	41.84
RS&R Level 4 Roadhouse attendant (engaged primarily to cook	33.69	44.92	44.92	44.92

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	9.66	14.49	14.49	19.32
17 years	10.17	15.26	15.26	20.34
18 years	12.71	19.07	19.07	25.42
19 years	15.25	22.88	22.88	30.50

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	11.40	12.56	11.59	10.87	14.49
17 years	12.00	13.22	12.20	11.44	15.26

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	15.00	16.52	15.25	14.30	19.07
19 years	18.00	19.83	18.30	17.16	22.88

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	14.49	19.32	19.32	19.32
17 years	15.26	20.34	20.34	20.34
18 years	19.07	25.42	25.42	25.42
19 years	22.88	30.50	30.50	30.50

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	10.67	16.01	16.01	21.34
17 years	11.23	16.85	16.85	22.46

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	14.04	21.06	21.06	28.08
19 years	16.85	25.28	25.28	33.70

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	12.59	13.87	12.80	12.00	16.01
17 years	13.25	14.60	13.48	12.63	16.85
18 years	16.57	18.25	16.85	15.80	21.06
19 years	19.88	21.91	20.22	18.96	25.28

58. By deleting the table appearing in clause B.3.5(c) and inserting the following:

Age	Monday to Saturday		Sunday	Public holidays
	First 3 hours	After 3 hours		
	% of junior hourly rate (Level 4)			
	150%	200%	200%	200%
	\$	\$	\$	\$
16 years and under	16.01	21.34	21.34	21.34
17 years	16.85	22.46	22.46	22.46

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	21.06	28.08	28.08	28.08
19 years	25.28	33.70	33.70	33.70

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	26.79	20.09	16.74	13.40	12.73
Saturdays, Sundays and public holidays	34.94	26.21	21.84	17.47	16.60
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	14.92	11.19	9.33	7.46	7.09

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	27.56	20.67	17.23	13.78	13.09
Saturdays, Sundays and public holidays	35.95	26.96	22.47	17.98	17.08
Overtime for any hours worked in excess of 10 hours per day or an	15.35	11.51	9.59	7.68	7.29

	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	29.60	22.20	18.50	14.80	14.06
Saturdays, Sundays and public holidays	38.61	28.96	24.13	19.31	18.34
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	16.49	12.37	10.31	8.25	7.83

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	11.84	17.76	23.68	29.60
Stage 2 or 2nd year	14.20	21.30	28.40	35.50
Stage 3 or 3rd year	17.75	26.63	35.50	44.38
Stage 4 or 4th year	20.83	31.25	41.66	52.08
Has completed year 12				
Stage 1 or 1st year	13.02	19.53	26.04	32.55
Stage 2 or 2nd year	15.39	23.09	30.78	38.48
Stage 3 or 3rd year	17.75	26.63	35.50	44.38
Stage 4 or 4th year	20.83	31.25	41.66	52.08

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	13.97	15.39	14.21	13.32	17.76
Stage 2 or 2nd year	16.76	18.46	17.04	15.98	21.30
Stage 3 or 3rd year	20.95	23.08	21.30	19.97	26.63
Stage 4 or 4th year	24.58	27.08	25.00	23.43	31.25
Has completed year 12					
Stage 1 or 1st year	15.36	16.93	15.62	14.65	19.53
Stage 2 or 2nd year	18.16	20.01	18.47	17.31	23.09
Stage 3 or 3rd year	20.95	23.08	21.30	19.97	26.63
Stage 4 or 4th year	24.58	27.08	25.00	23.43	31.25

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	17.76	23.68	23.68	29.60
Stage 2 or 2nd year	21.30	28.40	28.40	35.50
Stage 3 or 3rd year	26.63	35.50	35.50	44.38
Stage 4 or 4th year	31.25	41.66	41.66	52.08
Has completed year 12				
Stage 1 or 1st year	19.53	26.04	26.04	32.55
Stage 2 or 2nd year	23.09	30.78	30.78	38.48
Stage 3 or 3rd year	26.63	35.50	35.50	44.38
Stage 4 or 4th year	31.25	41.66	41.66	52.08

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	18.94	28.41	37.88	47.35
Stage 2 or 2nd year	20.33	30.50	40.66	50.83
Stage 3 or 3rd year	20.92	31.38	41.84	52.30
Stage 4 or 4th year	21.72	32.58	43.44	54.30
Thereafter	23.67	35.51	47.34	59.18

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	22.35	24.62	22.73	21.31	28.41
Stage 2 or 2nd year	23.99	26.43	24.40	22.87	30.50
Stage 3 or 3rd year	24.69	27.20	25.10	23.54	31.38
Stage 4 or 4th year	25.63	28.24	26.06	24.44	32.58
Thereafter	27.93	30.77	28.40	26.63	35.51

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	28.41	37.88	37.88	47.35
Stage 2 or 2nd year	30.50	40.66	40.66	50.83
Stage 3 or 3rd year	31.38	41.84	41.84	52.30
Stage 4 or 4th year	32.58	43.44	43.44	54.30
Thereafter	35.51	47.34	47.34	59.18

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)	22.46	28.08	44.92	61.77
RS&R Level 6 Vehicle salesperson (more than 6 months experience)	23.67	29.59	47.34	65.09

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

Age	Full-time and part-time employees	Casual employees		
		All 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	9.66	12.08	19.32	26.57
17 years	10.17	12.71	20.34	27.97
18 years	12.71	15.89	25.42	34.95
19 years	15.25	19.06	30.50	41.94
20 years	17.79	22.24	35.58	48.92
Junior employees with more than 6 months experience				
16 years and under	10.67	13.34	21.34	29.34
17 years	11.23	14.04	22.46	30.88
18 years	14.04	17.55	28.08	38.61
19 years	16.85	21.06	33.70	46.34
20 years	19.66	24.58	39.32	54.07

70. By deleting the amounts “\$23.09” and “\$877.60” appearing in clause C.1.1 and inserting “\$23.67” and “\$899.50” 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	39.04	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	58.83	per week
Leading hand in charge of—more than 20 employees	18.2	-	8.31	74.75	per week
First aid allowance	18.3	-	2.0	17.99	per week
Driver handling money—up to \$20	18.4(b)	7.69	-	1.82	per week
Driver handling money—over \$20 but not exceeding \$200	18.4(b)	14.06	-	3.33	per week
Driver handling money—over \$200 but not exceeding \$600	18.4(b)	26.64	-	6.31	per week
Driver handling money—over \$600 but not exceeding \$1000	18.4(b)	33.79	-	8.00	per week
Driver handling money—over \$1000	18.4(b)	47.79	-	11.31	per week
Confined spaces allowance	18.5(a)	3.69	-	0.87	per hour
Dirty work allowance	18.6(a)	2.86	-	0.68	per hour
Dirty work—minimum per day or shift	18.6(b)	11.2	-	2.65	per day or shift
Hot places allowance—temperature artificially raised to between 46 and 54°C	18.7(a)(i)	2.86	-	0.68	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	-	0.87	per hour
Wet places allowance	18.8(a)	2.56	-	0.61	per hour
Handling glass or slag wool	18.9	3.69	-	0.87	per hour
Handling garbage—vehicle driver or assistant	18.10	2.86	-	0.68	per hour
Working on uncleaned vehicle used for livestock transport	18.11	2.86	-	0.68	per hour
Slicking with carbon black and hand spraying tyres	18.12	4.29	-	1.02	per day
Large tyre fitting—offsite	18.13	4.23	-	1.00	per day
Fork-lifts or cranes—2 or more in one lift	18.14	-	0.29	2.61	per day

72. By deleting the amounts “\$23.09” and “\$877.60” appearing in clause C.2.1 and inserting “\$23.67” and “\$899.50” 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	1.71	per week
Driver of	16.4(a)(ii)	9.36	-	2.22	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	-	4.00	per day
Driver of articulated vehicle—per additional complete tonne over 10 tonnes	16.4(b)	-	0.18	1.62	per week
Driver driving—tow truck	16.4(c)	-	2.52	22.67	per week

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

PRESIDENT