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AWARD SUMMARY SHEET

ROAD TRANSPORT AND DISTRIBUTION AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2019**. If you have any queries, please contact Employment Services & Solutions Australia.

Coverage

This industry award covers employers throughout Australia in the **road transport and distribution industry** and their employees in the classifications listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision, **road transport and distribution industry** means:

- i. The transport by road of goods, wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise, and/or livestock, including where the work performed is ancillary to the principal business, undertaking or industry of the employer
- ii. The receiving, handling or storing of goods, wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise in a distribution facility
- iii. The storage and distribution of goods, wares, merchandise, materials or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise, and/or livestock where the storage and distribution activities are carried out in connection with air freight forwarding and customs clearance
- iv. The wholesale transport and delivery by road of meat from abattoirs, slaughterhouses, and wholesale meat depots
- v. Mobile food vending
- vi. The cartage and/or distribution, in tankers, of petrol or bulk petroleum products (in the raw or manufactured state) from refineries, terminals or depots of oil companies and/or distributors, the cartage and/or distribution on road vehicles of packaged petroleum products (in the raw or manufactured state) from refineries, terminals or depots of oil companies and/or distributors and the transport and/or distribution of petrol and petroleum products (in the raw or manufactured state) for distributors of oil companies or for contractors or sub-contractors to such distributors
- vii. The road transport of crude oil or gas condensate
- viii. The transport on public roads of milk and cream in bulk, and the transport, vending and distribution of milk, cream, butter, cheese and their derivatives (including fruit juices, yoghurt and custard), and/or
- ix. The cartage by road of quarried materials.

This award does not cover employers and employees covered by the following awards:

- i. *Mining Industry Award 2010*
- ii. *Road Transport (Long Distance Operations) Award 2010* whilst undertaking long distance operations
- iii. *Transport (Cash in Transit) Award 2010*, and
- iv. *Waste Management Award 2010*.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

Wage Rates

20 years of age and over (Adult)

| Permanent Employees- Full Time and Part Time | | | | | | | |
|--|---------------------|-----------------------|-----------------------|---------------------------|---------------------------|---------------------------------|--------------|
| Classification | Minimum Weekly Wage | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am** | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas as Day | PH-Any other |
| Grade 1 | \$784.60 | \$20.65 | \$26.85 | \$30.98 | \$41.30 | \$61.95 | \$51.63 |
| Grade 2 | \$804.30 | \$21.17 | \$27.52 | \$31.76 | \$42.34 | \$63.51 | \$52.93 |
| Grade 3 | \$814.20 | \$21.43 | \$27.86 | \$32.15 | \$42.86 | \$64.29 | \$53.58 |
| Grade 4 | \$829.20 | \$21.82 | \$28.37 | \$32.73 | \$43.64 | \$65.46 | \$54.55 |
| Grade 5 | \$839.60 | \$22.09 | \$28.72 | \$33.14 | \$44.18 | \$66.27 | \$55.23 |
| Grade 6 | \$849.20 | \$22.35 | \$29.06 | \$33.53 | \$44.70 | \$67.05 | \$55.88 |
| Grade 7 | \$861.60 | \$22.67 | \$29.47 | \$34.01 | \$45.34 | \$68.01 | \$56.68 |
| Grade 8 | \$886.60 | \$23.33 | \$30.33 | \$35.00 | \$46.66 | \$69.99 | \$58.33 |
| Grade 9 | \$901.50 | \$23.72 | \$30.84 | \$35.58 | \$47.44 | \$71.16 | \$59.30 |
| Grade 10 | \$923.80 | \$24.31 | \$31.60 | \$36.47 | \$48.62 | \$72.93 | \$60.78 |

| Casual Employees | | | | | | |
|------------------|-----------------------|-----------------------|---------------------------|---------------------------|------------------------------|--------------|
| Classification | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am** | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas Day | PH-Any other |
| Grade 1 | \$25.81 | \$32.01 | \$36.14 | \$46.46 | \$67.11 | \$56.79 |
| Grade 2 | \$26.46 | \$32.81 | \$37.05 | \$47.63 | \$68.80 | \$58.22 |
| Grade 3 | \$26.79 | \$33.22 | \$37.50 | \$48.22 | \$69.65 | \$58.93 |
| Grade 4 | \$27.28 | \$33.82 | \$38.19 | \$49.10 | \$70.92 | \$60.01 |
| Grade 5 | \$27.61 | \$34.24 | \$38.66 | \$49.70 | \$71.79 | \$60.75 |
| Grade 6 | \$27.94 | \$34.64 | \$39.11 | \$50.29 | \$72.64 | \$61.46 |
| Grade 7 | \$28.34 | \$35.14 | \$39.67 | \$51.01 | \$73.68 | \$62.34 |
| Grade 8 | \$29.16 | \$36.16 | \$40.83 | \$52.49 | \$75.82 | \$64.16 |
| Grade 9 | \$29.65 | \$36.77 | \$41.51 | \$53.37 | \$77.09 | \$65.23 |
| Grade 10 | \$30.39 | \$37.68 | \$42.54 | \$54.70 | \$79.01 | \$66.85 |

** This rate only applies to deliveries where the sole purpose of loading, transport and delivery is for newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store. Please see clause 22.4 for more information.

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 22 and 27 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate

19 years and under 20 years of age

| Permanent Employees- Full Time and Part Time | | | | | | | |
|--|---------------------|-----------------------|---------------------|---------------------------|---------------------------|------------------------------|--------------|
| Classification | Minimum Weekly Wage | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas Day | PH-Any other |
| Grade 1 | \$609.36 | \$16.52 | \$21.48 | \$24.78 | \$33.04 | \$49.56 | \$41.30 |
| Grade 2 | \$624.72 | \$16.94 | \$22.02 | \$25.41 | \$33.88 | \$50.82 | \$42.35 |
| Grade 3 | \$632.40 | \$17.14 | \$22.28 | \$25.71 | \$34.28 | \$51.42 | \$42.85 |
| Grade 4 | \$644.00 | \$17.46 | \$22.70 | \$26.19 | \$34.92 | \$52.38 | \$43.65 |
| Grade 5 | \$652.08 | \$17.67 | \$22.97 | \$26.51 | \$35.34 | \$53.01 | \$44.18 |
| Grade 6 | \$659.60 | \$17.88 | \$23.24 | \$26.82 | \$35.76 | \$53.64 | \$44.70 |
| Grade 7 | \$669.20 | \$18.14 | \$23.58 | \$27.21 | \$36.28 | \$54.42 | \$45.35 |
| Grade 8 | \$688.64 | \$18.66 | \$24.26 | \$27.99 | \$37.32 | \$55.98 | \$46.65 |
| Grade 9 | \$700.16 | \$18.98 | \$24.67 | \$28.47 | \$37.96 | \$56.94 | \$47.45 |
| Grade 10 | \$717.52 | \$19.45 | \$25.29 | \$29.18 | \$38.90 | \$58.35 | \$48.63 |

| Casual Employees | | | | | | |
|------------------|-----------------------|---------------------|---------------------------|---------------------------|------------------------------|--------------|
| Classification | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas Day | PH-Any other |
| Grade 1 | \$20.65 | \$25.61 | \$28.91 | \$37.17 | \$53.69 | \$45.43 |
| Grade 2 | \$21.18 | \$26.26 | \$29.65 | \$38.12 | \$55.06 | \$46.59 |
| Grade 3 | \$21.43 | \$26.57 | \$30.00 | \$38.57 | \$55.71 | \$47.14 |
| Grade 4 | \$21.83 | \$27.06 | \$30.56 | \$39.29 | \$56.75 | \$48.02 |
| Grade 5 | \$22.09 | \$27.39 | \$30.92 | \$39.76 | \$57.43 | \$48.59 |
| Grade 6 | \$22.35 | \$27.71 | \$31.29 | \$40.23 | \$58.11 | \$49.17 |
| Grade 7 | \$22.68 | \$28.12 | \$31.75 | \$40.82 | \$58.96 | \$49.89 |
| Grade 8 | \$23.33 | \$28.92 | \$32.66 | \$41.99 | \$60.65 | \$51.32 |
| Grade 9 | \$23.73 | \$29.42 | \$33.22 | \$42.71 | \$61.69 | \$52.20 |
| Grade 10 | \$24.31 | \$30.15 | \$34.04 | \$43.76 | \$63.21 | \$53.49 |

** This rate only applies to deliveries where the sole purpose of loading, transport and delivery is for newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store. Please see clause 22.4 for more information.

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 22 and 27 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge of that vehicle, the employee must be paid the relevant adult rate

Under 19 years of age

| Permanent Employees- Full Time and Part Time | | | | | | | |
|--|---------------------|-----------------------|---------------------|---------------------------|---------------------------|------------------------------|--------------|
| Classification | Minimum Weekly Wage | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas Day | PH-Any other |
| Grade 1 | \$533.19 | \$14.46 | \$18.80 | \$21.69 | \$28.92 | \$43.38 | \$36.15 |
| Grade 2 | \$546.63 | \$14.82 | \$19.27 | \$22.23 | \$29.64 | \$44.46 | \$37.05 |
| Grade 3 | \$553.35 | \$15.00 | \$19.50 | \$22.50 | \$30.00 | \$45.00 | \$37.50 |
| Grade 4 | \$563.50 | \$15.27 | \$19.85 | \$22.91 | \$30.54 | \$45.81 | \$38.18 |
| Grade 5 | \$570.57 | \$15.46 | \$20.10 | \$23.19 | \$30.92 | \$46.38 | \$38.65 |
| Grade 6 | \$577.15 | \$15.65 | \$20.35 | \$23.48 | \$31.30 | \$46.95 | \$39.13 |
| Grade 7 | \$585.55 | \$15.87 | \$20.63 | \$23.81 | \$31.74 | \$47.61 | \$39.68 |
| Grade 8 | \$602.56 | \$16.33 | \$21.23 | \$24.50 | \$32.66 | \$48.99 | \$40.83 |
| Grade 9 | \$612.64 | \$16.60 | \$21.58 | \$24.90 | \$33.20 | \$49.80 | \$41.50 |
| Grade 10 | \$627.83 | \$17.02 | \$22.13 | \$25.53 | \$34.04 | \$51.06 | \$42.55 |

| Casual Employees | | | | | | |
|------------------|-----------------------|---------------------|---------------------------|---------------------------|------------------------------|--------------|
| Classification | Mon-Fri 5:30am-6:30pm | Mon-Fri 12:01am-6am | Midnight Fri-Midnight Sat | Midnight Sat-Midnight Sun | PH-Good Friday/Christmas Day | PH-Any other |
| Grade 1 | \$18.08 | \$22.41 | \$25.31 | \$32.54 | \$47.00 | \$39.77 |
| Grade 2 | \$18.53 | \$22.97 | \$25.94 | \$33.35 | \$48.17 | \$40.76 |
| Grade 3 | \$18.75 | \$23.25 | \$26.25 | \$33.75 | \$48.75 | \$41.25 |
| Grade 4 | \$19.09 | \$23.67 | \$26.72 | \$34.36 | \$49.63 | \$41.99 |
| Grade 5 | \$19.33 | \$23.96 | \$27.06 | \$34.79 | \$50.25 | \$42.52 |
| Grade 6 | \$19.56 | \$24.26 | \$27.39 | \$35.21 | \$50.86 | \$43.04 |
| Grade 7 | \$19.84 | \$24.60 | \$27.77 | \$35.71 | \$51.58 | \$43.64 |
| Grade 8 | \$20.41 | \$25.31 | \$28.58 | \$36.74 | \$53.07 | \$44.91 |
| Grade 9 | \$20.75 | \$25.73 | \$29.05 | \$37.35 | \$53.95 | \$45.65 |
| Grade 10 | \$21.28 | \$26.38 | \$29.79 | \$38.30 | \$55.32 | \$46.81 |

** This rate only applies to deliveries where the sole purpose of loading, transport and delivery is for newspaper, meat and live poultry deliveries, or driver employed at a fish, fruit or vegetable store. Please see clause 22.4 for more information.

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 22 and 27 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Classification

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| <p>Transport worker grade 1</p> | <p>Skills/Duties</p> <p>General hand:</p> <ul style="list-style-type: none"> i. Greaser and cleaner, yardperson, vehicle washer and detailer, motor driver’s assistant/furniture removers’ assistant ii. Loader—other than freight forwarder iii. Courier—foot or bicycle |
| <p>Transport worker grade 2</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Loader—freight forwarder ii. Tow motor driver iii. Driver of a rigid vehicle (including a motor cycle) not exceeding 4.5 tonnes gross vehicle mass (GVM) |
| <p>Transport worker grade 3</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a fork-lift up to and including five tonnes lifting capacity ii. Driver of a two—axle rigid vehicle on any other rigid vehicle exceeding 4.5 tonnes, but not exceeding 13.9 tonnes gross vehicle mass (GVM) unless by special permit or registration such vehicle may be up to 15 tonnes gross vehicle mass (GVM) iii. Driver of a concrete mixer up to and including two cubic metre bowl iv. Distribution facility employee level 1 |
| <p>Transport worker grade 4</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a three—axle rigid vehicle exceeding 13.9 tonnes gross vehicle mass (GVM) ii. Driver oil tractor iii. Radio operator iv. Driver of fork-lift with a lifting capacity in excess of five tonnes and up to and including 10 tonnes v. Weighbridge attendant vi. Driver of a straddle truck vii. Driver of a concrete mixer over two cubic metre bowl and up to 4.9 cubic metre bowl viii. Crane chaser/dogger ix. Distribution facility employee level 2 |
| <p>Transport worker grade 5</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a fork-lift with a lifting capacity in excess of 10 tonnes and up to 34 tonnes ii. Driver of a rigid vehicle with four or more axles and a GVM exceeding 13.9 tonnes |

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| | <ul style="list-style-type: none"> iii. Driver of a rigid vehicle and heavy trailer combination with three axles and a GCM of 22.4 tonnes or less iv. Driver of an articulated vehicle with three axles and a GCM of 22.4 tonnes or less v. Driver of a concrete mixer with five cubic metre bowl and over |
| Transport worker grade 6 | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a rigid vehicle and a heavy trailer combination with more than three axles and a GCM greater than 22.4 tonnes up to and including 53.4 tonnes ii. Driver of a mobile crane lifting up to and including 25 tonnes iii. Driver of an articulated vehicle with more than three axles and a GCM greater than 22.4 tonnes iv. Driver of a low loader with a GCM up to and including 43 tonnes v. Driver of a fork-lift with a lifting capacity over 34 tonnes vi. Transport rigger |
| Transport worker grade 7 | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a double articulated vehicle up to and including 53.4 tonnes GCM—including B—Doubles ii. Driver of a low loader with a GCM exceeding 43 tonnes iii. When driving a low loader for each additional complete tonne over 43 tonnes GCM an extra 0.18% of the standard rate (as part of the weekly rate for all purposes) will be payable iv. Provide that no load will exceed the limit prescribed by or under any State or Territory Act v. Distribution facility employee level 3 |
| Transport worker grade 8 | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a mobile crane with a lifting capacity in excess of 25 tonnes and up to 50 tonnes ii. Driver of a rigid vehicle and trailer(s) or double articulated vehicle exceeding 53.4 tonnes GCM including B—Doubles iii. Driver of multi-axle platform trailing equipment with a carrying capacity up to and including 70 tonnes capacity |
| Transport worker grade 9 | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a mobile crane with a lifting capacity in excess of 50 tonnes ii. Driver of a gantry crane iii. Driver of a rigid vehicle with trailer combinations or articulated vehicle with trailer combinations exceeding 94 tonnes GCM iv. Distribution facility employee level 4 v. Aerodrome attendant |
| Transport worker grade 10 | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Driver of a multi-axle platform trailing equipment with a carrying capacity in excess of 70 tonnes and up to and including 100 tonnes |

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| | <p>or each additional 10 tonnes or part thereof in excess of 100 tonnes an extra 2.18% of the standard rate (as part of the weekly wage rate for all purposes) up to 150 tonnes will be payable</p> <p>ii. For each additional 10 tonnes or part thereof in excess of 150 tonnes an extra 2.09% of the standard rate (as part of the weekly wage rate for all purposes) up to 200 tonnes will be payable</p> <p>iii. For work performed in excess of 200 tonnes and up to 300 tonnes an additional payment of 2.04% of the standard rate (as part of the weekly wage rate for all purposes) to be added to the 200 tonnes rate</p> |
| <p>Distribution facility employee level 1</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Responsible for the quality of their own work subject to detailed direction. ii. Works in a team environment and/or under routine supervision. iii. Undertakes duties in a safe and responsible manner. iv. Exercises discretion within their level of skills and training. v. Possesses basic interpersonal and communication skills. vi. Must be competent to perform one or more of the following tasks/duties: <ul style="list-style-type: none"> a) storing and packing of goods and materials in accordance with appropriate procedures and/or regulations; b) preparation and receipt of appropriate documentation including liaison with suppliers; c) allocating and retrieving goods from specific warehouse areas; d) basic visual display unit (VDU) operation; e) periodic housekeeping and stock-checks; or f) operating company small delivery vehicle. |
| <p>Distribution facility employee level 2</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Able to work from complex instructions and procedures. ii. Able to co-ordinate work in a team environment under limited supervision. iii. Responsible for the quality of their own work. iv. Possesses sound interpersonal and communication skills. v. Must be competent to perform one or more of the following tasks/duties: <ul style="list-style-type: none"> a) inventory and distribution facility control, including: b) licensed operation of all appropriate materials handling equipment; c) use of tools and equipment within the warehouse (basic non-trades maintenance); vi. VDU operation; or vii. operates three to six tonne truck. viii. In addition to the above, may possess a duly recognised first aid certificate. |
| <p>Distribution facility employee level 3</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Understands and is responsible for quality control standards. ii. Possesses an advanced level of interpersonal and communication skills. |

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| | <ul style="list-style-type: none"> iii. Competent keyboard skills. iv. Sound working knowledge of all distribution facility duties performed at levels below this grade, exercises discretion within scope of this grade. v. May perform work requiring minimal supervision either individually or in a team environment. vi. Must be competent to perform one or more of the following tasks/duties: <ul style="list-style-type: none"> a) use of a VDU for purposes such as the maintenance of a deposit storage system, information input/retrieval, etc; b) operation of all materials handling equipment under license, where required; c) development and refinement of a distribution facility layout including proper location of goods and their receipt and dispatch; or a. operates truck with a capacity in excess of six tonnes up to and including 13.9 tonnes GVM. vii. In addition to the above, may be responsible for the proper application and maintenance of appropriate occupational health and safety standards. |
| <p>Distribution facility employee level 4</p> | <p>Skills/Duties</p> <ul style="list-style-type: none"> i. Implements quality control techniques and procedures. ii. Understands and is responsible for a distribution facility or a large section of a distribution facility. iii. Highly developed level of interpersonal and communication skills. iv. Ability to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and induction. v. Exercises discretion within the scope of this level. vi. Exercises skills attained through the successful completion of an appropriate certificate and must be competent to perform one or more of the following tasks or combination: <ul style="list-style-type: none"> a) liaising with management, suppliers and customers with respect to distribution facility operations; b) detailing and co-ordinating activities of other distribution facility workers; or c) maintaining control registers including inventory control and being responsible for the preparation and reconciliation of regular reports or stock movement, dispatches, etc. |