



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

ROAD TRANSPORT AND DISTRIBUTION AWARD 2020
[MA000038]

Road transport industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

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

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Transport Worker Grade 1	798.30	21.01
Transport Worker Grade 2	818.40	21.54
Transport Worker Grade 3	828.40	21.80
Transport Worker Grade 4	843.70	22.20
Transport Worker Grade 5	854.30	22.48
Transport Worker Grade 6	864.10	22.74
Transport Worker Grade 7	876.70	23.07

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Transport Worker Grade 8	902.10	23.74
Transport Worker Grade 9	917.30	24.14
Transport Worker Grade 10	940.00	24.74

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Distribution facility employee level 1	828.40	21.80
Distribution facility employee level 2	843.70	22.20
Distribution facility employee level 3	876.70	23.07
Distribution facility employee level 4	917.30	24.14

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Transport Worker Grade 1	798.30	22.81
Transport Worker Grade 2	818.40	23.38
Transport Worker Grade 3	828.40	23.67
Transport Worker Grade 4	843.70	24.11
Transport Worker Grade 5	854.30	24.41
Transport Worker Grade 6	864.10	24.69
Transport Worker Grade 7	876.70	25.05
Transport Worker Grade 8	902.10	25.77
Transport Worker Grade 9	917.30	26.21
Transport Worker Grade 10	940.00	26.86

4. By deleting the year “2019” in clause 17.6(b) and inserting “2020”.
5. By deleting the amount “\$1.47” appearing in clause 19.3(b)(i) and inserting “\$1.49”.

6. By deleting the amounts “\$17.75”, “\$17.02” and “\$16.61” appearing in clause 19.3(b)(ii) and inserting “\$18.06”, “\$17.31” and “\$16.90” respectively.

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

An employee appointed as a leading hand in charge of:	\$ per week
3–10 employees	39.10
11–20 employees	58.24
More than 20 employees	73.98

8. By deleting the amount “\$3.75” appearing in clause 19.3(d)(i) and inserting “\$3.81”.

9. By deleting the amount “\$3.75” appearing in clause 19.3(d)(ii) and inserting “\$3.81”.

10. By deleting the amount “\$3.75” appearing in clause 19.3(d)(iii) and inserting “\$3.81”.

11. By deleting the amount “\$3.75” appearing in clause 19.3(d)(iv) and inserting “\$3.81”.

12. By deleting the amount “\$21.09” appearing in clause 19.3(d)(v) and inserting “\$21.46”.

13. By deleting the amount “\$21.09” appearing in clause 19.3(d)(vi) and inserting “\$21.46”.

14. By deleting the amount “\$23.77” appearing in clause 19.3(d)(vii) and inserting “\$24.19”.

15. By deleting the amount “\$19.46” appearing in clause 19.3(d)(viii) and inserting “\$19.80”.

16. By deleting the amount “\$17.83” appearing in clause 19.3(d)(ix) and inserting “\$18.14”.

17. By deleting the amount “\$2.28” appearing in clause 19.3(d)(x) and inserting “\$2.32”.

18. By deleting the amount “\$2.93” appearing in clause 19.3(d)(xi) and inserting “\$2.98”.

19. By deleting the amount “\$0.49” appearing in clause 19.3(d)(xii) and inserting “\$0.50”.

20. By deleting the amount “\$3.66” appearing in clause 19.3(d)(xiii) and inserting “\$3.73”.

21. By deleting the amount “\$3.09” appearing in clause 19.3(d)(xiv) and inserting “\$3.15”.

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

For any amount handled:	\$ per week
Up to \$20	1.91
Over \$20 but not exceeding \$200	3.73
Over \$200 but not exceeding \$600	6.38
Over \$600 but not exceeding \$1000	8.28
Over \$1000 but not exceeding \$1200	11.68
Over \$1200 but not exceeding \$1600	18.06
Over \$1600 but not exceeding \$2000	19.96
Over \$2000	22.70

23. By deleting the amount “\$19.30” appearing in clause 19.3(f)(i) and inserting “\$19.63”.

24. By deleting the amount “\$8.06” appearing in clause 19.3(f)(ii) and inserting “\$8.20”.

25. By deleting the amount “\$13.03” appearing in clause 19.3(g) and inserting “\$13.25”.

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

	Ordinary hours	Early morning ¹	Saturday	Sunday	Public holiday	
					Good Friday & Christmas Day	Any other public holiday
	% of ordinary hourly rate²					
	100%	130%	150%	200%	200%	150%
	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	21.01	27.31	31.52	42.02	42.02	31.52
Transport Worker Grade 2	21.54	28.00	32.31	43.08	43.08	32.31
Transport Worker Grade 3	21.80	28.34	32.70	43.60	43.60	32.70
Transport Worker Grade 4	22.20	28.86	33.30	44.40	44.40	33.30
Transport Worker Grade 5	22.48	29.22	33.72	44.96	44.96	33.72
Transport Worker Grade 6	22.74	29.56	34.11	45.48	45.48	34.11
Transport Worker Grade 7	23.07	29.99	34.61	46.14	46.14	34.61
Transport Worker Grade 8	23.74	30.86	35.61	47.48	47.48	35.61
Transport Worker Grade 9	24.14	31.38	36.21	48.28	48.28	36.21
Transport Worker Grade 10	24.74	32.16	37.11	49.48	49.48	37.11

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate ²								
	100%	117.5%	130%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	21.01	24.69	27.31	31.52	42.02	31.52	42.02	52.53
Transport Worker Grade 2	21.54	25.31	28.00	32.31	43.08	32.31	43.08	53.85
Transport Worker Grade 3	21.80	25.62	28.34	32.70	43.60	32.70	43.60	54.50
Transport Worker Grade 4	22.20	26.09	28.86	33.30	44.40	33.30	44.40	55.50
Transport Worker Grade 5	22.48	26.41	29.22	33.72	44.96	33.72	44.96	56.20
Transport Worker Grade 6	22.74	26.72	29.56	34.11	45.48	34.11	45.48	56.85
Transport Worker Grade 7	23.07	27.11	29.99	34.61	46.14	34.61	46.14	57.68
Transport Worker Grade 8	23.74	27.89	30.86	35.61	47.48	35.61	47.48	59.35
Transport Worker Grade 9	24.14	28.36	31.38	36.21	48.28	36.21	48.28	60.35
Transport Worker Grade 10	24.74	29.07	32.16	37.11	49.48	37.11	49.48	61.85

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Good Friday & Christmas Day	Any other public holiday
% of ordinary hourly rate ¹					
	100%	150%	200%	200%	150%
	\$	\$	\$	\$	\$
Transport Worker Grade 1	22.81	34.22	45.62	45.62	34.22
Transport Worker Grade 2	23.38	35.07	46.76	46.76	35.07
Transport Worker Grade 3	23.67	35.51	47.34	47.34	35.51
Transport Worker Grade 4	24.11	36.17	48.22	48.22	36.17
Transport Worker Grade 5	24.41	36.62	48.82	48.82	36.62
Transport Worker Grade 6	24.69	37.04	49.38	49.38	37.04

	Ordinary hours	Saturday	Sunday	Public holiday	
				Good Friday & Christmas Day	Any other public holiday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	150%
	\$	\$	\$	\$	\$
Transport Worker Grade 7	25.05	37.58	50.10	50.10	37.58
Transport Worker Grade 8	25.77	38.66	51.54	51.54	38.66
Transport Worker Grade 9	26.21	39.32	52.42	52.42	39.32
Transport Worker Grade 10	26.86	40.29	53.72	53.72	40.29

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
	% of ordinary hourly rate²							
	100%	117.5%	130%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	22.81	26.80	29.65	34.22	45.62	34.22	45.62	57.03
Transport Worker Grade 2	23.38	27.47	30.39	35.07	46.76	35.07	46.76	58.45
Transport Worker Grade 3	23.67	27.81	30.77	35.51	47.34	35.51	47.34	59.18
Transport Worker Grade 4	24.11	28.33	31.34	36.17	48.22	36.17	48.22	60.28
Transport Worker Grade 5	24.41	28.68	31.73	36.62	48.82	36.62	48.82	61.03
Transport Worker Grade 6	24.69	29.01	32.10	37.04	49.38	37.04	49.38	61.73
Transport Worker Grade 7	25.05	29.43	32.57	37.58	50.10	37.58	50.10	62.63
Transport Worker Grade 8	25.77	30.28	33.50	38.66	51.54	38.66	51.54	64.43
Transport Worker Grade 9	26.21	30.80	34.07	39.32	52.42	39.32	52.42	65.53
Transport Worker Grade 10	26.86	31.56	34.92	40.29	53.72	40.29	53.72	67.15

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Good Friday & Christmas Day	Any other public holiday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	150%
	\$	\$	\$	\$	\$
Distribution facility employee level 1	21.80	32.70	43.60	43.60	32.70
Distribution facility employee level 2	22.20	33.30	44.40	44.40	33.30
Distribution facility employee level 3	23.07	34.61	46.14	46.14	34.61
Distribution facility employee level 4	24.14	36.21	48.28	48.28	36.21

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
	% of ordinary hourly rate¹							
	100%	117.5%	130%	150%	200%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Distribution facility employee level 1	21.80	25.62	28.34	32.70	43.60	32.70	43.60	54.50
Distribution facility employee level 2	22.20	26.09	28.86	33.30	44.40	33.30	44.40	55.50
Distribution facility employee level 3	23.07	27.11	29.99	34.61	46.14	34.61	46.14	57.68
Distribution facility employee level 4	24.14	28.36	31.38	36.21	48.28	36.21	48.28	60.35

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

	First 2 hours¹	After 2 hours¹	Public Holiday^{2, 5}	Good Friday & Christmas Day³
	% of ordinary hourly rate⁴			
	150%	200%	250%	300%
	\$	\$	\$	\$
Transport Worker Grade 1	31.52	42.02	52.53	63.03
Transport Worker Grade 2	32.31	43.08	53.85	64.62
Transport Worker Grade 3	32.70	43.60	54.50	65.40
Transport Worker Grade 4	33.30	44.40	55.50	66.60
Transport Worker Grade 5	33.72	44.96	56.20	67.44
Transport Worker Grade 6	34.11	45.48	56.85	68.22
Transport Worker Grade 7	34.61	46.14	57.68	69.21
Transport Worker Grade 8	35.61	47.48	59.35	71.22
Transport Worker Grade 9	36.21	48.28	60.35	72.42
Transport Worker Grade 10	37.11	49.48	61.85	74.22

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

	First 2 hours¹	After 2 hours¹
	% of ordinary hourly rate²	
	150%	200%
Transport Worker Grade 1	31.52	42.02
Transport Worker Grade 2	32.31	43.08
Transport Worker Grade 3	32.70	43.60
Transport Worker Grade 4	33.30	44.40
Transport Worker Grade 5	33.72	44.96
Transport Worker Grade 6	34.11	45.48
Transport Worker Grade 7	34.61	46.14
Transport Worker Grade 8	35.61	47.48
Transport Worker Grade 9	36.21	48.28
Transport Worker Grade 10	37.11	49.48

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

	First 2 hours¹	After 2 hours¹	Public Holiday^{2,5}	Good Friday & Christmas Day³
	% of ordinary hourly rate⁴			
	150%	200%	250%	300%
	\$	\$	\$	\$
Transport Worker Grade 1	34.22	45.62	57.03	68.43
Transport Worker Grade 2	35.07	46.76	58.45	70.14
Transport Worker Grade 3	35.51	47.34	59.18	71.01
Transport Worker Grade 4	36.17	48.22	60.28	72.33
Transport Worker Grade 5	36.62	48.82	61.03	73.23
Transport Worker Grade 6	37.04	49.38	61.73	74.07
Transport Worker Grade 7	37.58	50.10	62.63	75.15
Transport Worker Grade 8	38.66	51.54	64.43	77.31
Transport Worker Grade 9	39.32	52.42	65.53	78.63
Transport Worker Grade 10	40.29	53.72	67.15	80.58

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

	First 2 hours¹	After 2 hours¹
	% of ordinary hourly rate²	
	150%	200%
Transport Worker Grade 1	34.22	45.62
Transport Worker Grade 2	35.07	46.76
Transport Worker Grade 3	35.51	47.34
Transport Worker Grade 4	36.17	48.22
Transport Worker Grade 5	36.62	48.82
Transport Worker Grade 6	37.04	49.38
Transport Worker Grade 7	37.58	50.10
Transport Worker Grade 8	38.66	51.54
Transport Worker Grade 9	39.32	52.42
Transport Worker Grade 10	40.29	53.72

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

	First 2 hours¹	After 2 hours¹	Public Holiday^{2, 5}	Good Friday & Christmas Day³
	% of ordinary hourly rate⁴			
	150%	200%	250%	300%
	\$	\$	\$	\$
Distribution facility employee level 1	32.70	43.60	54.50	65.40
Distribution facility employee level 2	33.30	44.40	55.50	66.60
Distribution facility employee level 3	34.61	46.14	57.68	69.21
Distribution facility employee level 4	36.21	48.28	60.35	72.42

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

	First 2 hours	After 2 hours
	% of ordinary hourly rate¹	
	150%	200%
	\$	\$
Distribution facility employee level 1	32.70	43.60
Distribution facility employee level 2	33.30	44.40
Distribution facility employee level 3	34.61	46.14
Distribution facility employee level 4	36.21	48.28

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

	Ordinary hours	Early morning¹	Saturday	Sunday	Public holiday	
					Good Friday & Christmas Day	Any other public holiday
	% of ordinary hourly rate²					
	125%	155%	175%	225%	325%	275%
	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	26.26	32.57	36.77	47.27	68.28	57.78
Transport Worker Grade 2	26.93	33.39	37.70	48.47	70.01	59.24
Transport Worker Grade 3	27.25	33.79	38.15	49.05	70.85	59.95
Transport Worker Grade 4	27.75	34.41	38.85	49.95	72.15	61.05

	Ordinary hours	Early morning ¹	Saturday	Sunday	Public holiday	
					Good Friday & Christmas Day	Any other public holiday
	% of ordinary hourly rate²					
	125%	155%	175%	225%	325%	275%
	\$	\$	\$	\$	\$	\$
Transport Worker Grade 5	28.10	34.84	39.34	50.58	73.06	61.82
Transport Worker Grade 6	28.43	35.25	39.80	51.17	73.91	62.54
Transport Worker Grade 7	28.84	35.76	40.37	51.91	74.98	63.44
Transport Worker Grade 8	29.68	36.80	41.55	53.42	77.16	65.29
Transport Worker Grade 9	30.18	37.42	42.25	54.32	78.46	66.39
Transport Worker Grade 10	30.93	38.35	43.30	55.67	80.41	68.04

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
	% of ordinary hourly rate²							
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	26.26	29.94	32.57	36.77	47.27	36.77	47.27	57.78
Transport Worker Grade 2	26.93	30.69	33.39	37.70	48.47	37.70	48.47	59.24
Transport Worker Grade 3	27.25	31.07	33.79	38.15	49.05	38.15	49.05	59.95
Transport Worker Grade 4	27.75	31.64	34.41	38.85	49.95	38.85	49.95	61.05
Transport Worker Grade 5	28.10	32.03	34.84	39.34	50.58	39.34	50.58	61.82
Transport Worker Grade 6	28.43	32.40	35.25	39.80	51.17	39.80	51.17	62.54
Transport Worker Grade 7	28.84	32.87	35.76	40.37	51.91	40.37	51.91	63.44
Transport Worker Grade 8	29.68	33.83	36.80	41.55	53.42	41.55	53.42	65.29

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate ²								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 9	30.18	34.40	37.42	42.25	54.32	42.25	54.32	66.39
Transport Worker Grade 10	30.93	35.25	38.35	43.30	55.67	43.30	55.67	68.04

40. By deleting the table appearing in clause C.4.3 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Good Friday & Christmas Day	Any other public holiday
% of ordinary hourly rate ¹					
	125%	175%	225%	325%	275%
	\$	\$	\$	\$	\$
Transport Worker Grade 1	28.51	39.92	51.32	74.13	62.73
Transport Worker Grade 2	29.23	40.92	52.61	75.99	64.30
Transport Worker Grade 3	29.59	41.42	53.26	76.93	65.09
Transport Worker Grade 4	30.14	42.19	54.25	78.36	66.30
Transport Worker Grade 5	30.51	42.72	54.92	79.33	67.13
Transport Worker Grade 6	30.86	43.21	55.55	80.24	67.90
Transport Worker Grade 7	31.31	43.84	56.36	81.41	68.89
Transport Worker Grade 8	32.21	45.10	57.98	83.75	70.87
Transport Worker Grade 9	32.76	45.87	58.97	85.18	72.08
Transport Worker Grade 10	33.58	47.01	60.44	87.30	73.87

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate ²								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Transport Worker Grade 1	28.51	32.50	35.36	39.92	51.32	39.92	51.32	62.73
Transport Worker Grade 2	29.23	33.32	36.24	40.92	52.61	40.92	52.61	64.30
Transport Worker Grade 3	29.59	33.73	36.69	41.42	53.26	41.42	53.26	65.09
Transport Worker Grade 4	30.14	34.36	37.37	42.19	54.25	42.19	54.25	66.30
Transport Worker Grade 5	30.51	34.78	37.84	42.72	54.92	42.72	54.92	67.13
Transport Worker Grade 6	30.86	35.18	38.27	43.21	55.55	43.21	55.55	67.90
Transport Worker Grade 7	31.31	35.70	38.83	43.84	56.36	43.84	56.36	68.89
Transport Worker Grade 8	32.21	36.72	39.94	45.10	57.98	45.10	57.98	70.87
Transport Worker Grade 9	32.76	37.35	40.63	45.87	58.97	45.87	58.97	72.08
Transport Worker Grade 10	33.58	38.28	41.63	47.01	60.44	47.01	60.44	73.87

42. By deleting the table appearing in clause C.4.5 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Good Friday & Christmas Day	Any other public holiday
% of ordinary hourly rate ¹					
	125%	175%	225%	325%	275%
	\$	\$	\$	\$	\$
Distribution facility employee level 1	27.25	38.15	49.05	70.85	59.95
Distribution facility employee level 2	27.75	38.85	49.95	72.15	61.05
Distribution facility employee level 3	28.84	40.37	51.91	74.98	63.44
Distribution facility employee level 4	30.18	42.25	54.32	78.46	66.39

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

	Day	Afternoon	Night	Non continuous afternoon or night ¹		Saturday	Sunday	Public holiday
				First 3 hours	After 3 hours			
% of ordinary hourly rate ²								
	125%	142.5%	155%	175%	225%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Distribution facility employee level 1	27.25	31.07	33.79	38.15	49.05	38.15	49.05	59.95
Distribution facility employee level 2	27.75	31.64	34.41	38.85	49.95	38.85	49.95	61.05
Distribution facility employee level 3	28.84	32.87	35.76	40.37	51.91	40.37	51.91	63.44
Distribution facility employee level 4	30.18	34.40	37.42	42.25	54.32	42.25	54.32	66.39

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

	First 2 hours	After 2 hours
	% of ordinary hourly rate ¹	
	160%	210%
	\$	\$
Transport Worker Grade 1	33.62	44.12
Transport Worker Grade 2	34.46	45.23
Transport Worker Grade 3	34.88	45.78
Transport Worker Grade 4	35.52	46.62
Transport Worker Grade 5	35.97	47.21
Transport Worker Grade 6	36.38	47.75
Transport Worker Grade 7	36.91	48.45
Transport Worker Grade 8	37.98	49.85
Transport Worker Grade 9	38.62	50.69
Transport Worker Grade 10	39.58	51.95

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

	First 2 hours	After 2 hours
	% of ordinary hourly rate¹	
	160%	210%
	\$	\$
Transport Worker Grade 1	36.50	47.90
Transport Worker Grade 2	37.41	49.10
Transport Worker Grade 3	37.87	49.71
Transport Worker Grade 4	38.58	50.63
Transport Worker Grade 5	39.06	51.26
Transport Worker Grade 6	39.50	51.85
Transport Worker Grade 7	40.08	52.61
Transport Worker Grade 8	41.23	54.12
Transport Worker Grade 9	41.94	55.04
Transport Worker Grade 10	42.98	56.41

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

	First 2 hours	After 2 hours
	% of ordinary hourly rate¹	
	160%	210%
	\$	\$
Distribution facility employee level 1	34.88	45.78
Distribution facility employee level 2	35.52	46.62
Distribution facility employee level 3	36.91	48.45
Distribution facility employee level 4	38.62	50.69

47. By deleting the amount “\$814.20” appearing in clause D.1.1 and inserting “\$828.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
Driver of low loader with GCM over 43 tonnes—for each extra tonne ¹	19.3(b)(i)	0.18	1.49	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 100 tonnes and up to 150 tonnes ¹	19.3(b)(ii)	2.18	18.06	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 150 tonnes and up to 200 tonnes ¹	19.3(b)(ii)	2.09	17.31	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes between 200 and 300 tonnes ¹	19.3(b)(ii)	2.04	16.90	per week
Leading hand (except leading loader) in charge of—3 to 10 employees	19.3(c)	4.72	39.10	per week
Leading hand (except leading loader) in charge of—11 to 20 employees	19.3(c)	7.03	58.24	per week
Leading hand (except leading loader) in charge of—More than 20 employees	19.3(c)	8.93	73.98	per week
Motor vehicle—length in excess of legislated limit	19.3(d)(i)	0.46	3.81	per day
Motor vehicle—truck loading crane mounted on vehicle	19.3(d)(ii)	0.46	3.81	per day

Allowance	Clause	% of standard rate	\$	Payable
Motor vehicle—side-lifter crane mounted on vehicle	19.3(d)(iii)	0.46	3.81	per day
Motor vehicle—width (and/or load) in excess of 3.5m	19.3(d)(iv)	0.46	3.81	per day
Furniture carter allowance	19.3(d)(v)	2.59	21.46	per week
Livestock carter allowance	19.3(d)(vi)	2.59	21.46	per week
Sanitary vehicle allowance	19.3(d)(vii)	2.92	24.19	per week
Garbage collection allowance	19.3(d)(viii)	2.39	19.80	per week
Driver-salesperson allowance	19.3(d)(ix)	2.19	18.14	per week
Carbon black allowance	19.3(d)(x)	0.28	2.32	per day
Offensive material allowance	19.3(d)(xi)	0.36	2.98	per day
Dirty material allowance	19.3(d)(xii)	0.06	0.50	per hour
Tar handling allowance	19.3(d)(xiii)	0.45	3.73	per week
Coffin handling allowance	19.3(d)(xiv)	0.38	3.15	per coffin
Money handling allowance—Up to \$20	19.3(e)	0.23	1.91	per week
Money handling allowance—Over \$20 but not exceeding \$200	19.3(e)	0.45	3.73	per week
Money handling allowance—Over \$200 but not exceeding \$600	19.3(e)	0.77	6.38	per week
Money handling allowance—Over \$600 but not exceeding \$1000	19.3(e)	1.0	8.28	per week
Money handling allowance—Over \$1000 but not exceeding \$1200	19.3(e)	1.41	11.68	per week
Money handling allowance—Over \$1200 but not exceeding \$1600	19.3(e)	2.18	18.06	per week
Money handling allowance—Over \$1600 but not exceeding \$2000	19.3(e)	2.41	19.96	per week

Allowance	Clause	% of standard rate	\$	Payable
Money handling allowance—Over \$2000	19.3(e)	2.74	22.70	per week
Bulk dangerous goods allowance	19.3(f)(i)	2.37	19.63	per day
Packaged dangerous goods allowance	19.3(f)(ii)	0.99	8.20	per day
First aid allowance	19.3(g)	1.6	13.25	per week

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT