



Grade 7

\$875.20

Driver of road train or triple articulated vehicle exceeding 94 tonne GCM

Grade 8

\$896.90

Multi-axle trailing equipment

LONG DISTANCE OPERATION

The essential elements that constitute a long-distance operation are either:

- a point to point return journey exceeding 500 kilometres or
- an interstate operation that must exceed 200 kilometres for any single point to point journey.

If a road transport journey does not involve **one of the above elements**, then it will **not be a long distance operation** as defined, in which case the Road Transport and Distribution Award 2010 will apply.

WAGE RATES

An employee engaged in a long-distance operation shall be paid for all driving time:

- either by an **hourly rate** or **cents per kilometer (cpk)** rate
- the employer can nominate the method of payment at the commencement of employment
- the method of payment can be changed with 4 weeks notice
- where no method is nominated the cents per kilometer rate shall apply

A. Cents per kilometer – Distances are at Appendix A

Where cpk is the nominated payment method, an employee is paid

- An amount calculated by multiplying the number of kilometers travelled by the wage rate per kilometer as detailed in the schedule of agreed distances
- the rate or allowance for any loading and unloading duties
- the living away from home allowance, if relevant

B. Hourly rate – Designated driving hours are in Appendix B

Where the hourly rate is the nominated payment method, an employee is paid an amount calculated by multiplying the hourly rate by:-

- the designated number of hours for each trip in Appendix B overleaf, or
- if the trip is not designated in Appendix B, then payment must be for actual hours worked or
- the hours listed for each trip in an Accredited Fatigue Management Plan (FMP)
- the rate or allowances for any loading or unloading duties
- the living away from home allowance, if relevant

The minimum wage rates for **driving duties** from the first pay period on or after 1 July 2018 shall be:-

Grade	Minimum cents per kilometre	Minimum per hour
1	41.11	\$30.83
2	41.86	\$31.40
3	42.39	\$31.79
4	42.87	\$32.16



Grade	Minimum cents per kilometre	Minimum per hour
5	43.50	\$32.62
6	44.76	\$33.57
7	45.51	\$34.13
8	46.64	\$34.98

INDUSTRY DISABILITY ALLOWANCE

The rates prescribed above by this Award are inclusive of a 30% loading on the ordinary rate, which includes an industry disability allowance to compensate for the following:

- shift work and related conditions
- necessity to work during weekends
- lack of normal depot facilities, e.g. lunch room, wash rooms, toilets, tea making facilities
- necessity to eat at roadside fast food outlets
- absence of normal resting facilities and normal bed at night
- additional hazards arising from driving long distances at night and alone
- handling of dirty material
- handling money
- extra responsibility associated with arranging loads, purchasing spare parts, tyres etc
- irregular starting and finishing times
- work in rain

LOADING & UNLOADING

Where an employee is engaged in loading and unloading duties, that employee shall be paid for such duties at an hourly rate calculated by dividing the weekly award rate prescribed by Clause 13 by 40 and multiplying by 1.3 (Industry Disability Allowance), provided that a minimum payment of one hour loading and one hour unloading per trip shall be made where an employee performs loading and unloading duties.

TRAVELLING ALLOWANCE

An employee engaged in ordinary traveling on duty or on work on which the employee is unable to return home for their **major rest break** shall be paid such personal expenses as are reasonably incurred in traveling, which shall not be less than the sum of **\$39.76** for each actual major rest period spent away from home. Provided that where the employer provides suitable accommodation away from the vehicle the employee shall not be entitled to the said allowance.

OTHER ALLOWANCES

- Any employee required to drive a motor vehicle which is in excess of the limit in length prescribed by or under any State or Commonwealth Act shall receive an additional **\$3.63** per day or part thereof
- Any employee required to drive a motor vehicle which is in excess of 3.5 metres in width or transport a load in excess of that width shall receive an additional **\$3.63** per day or part thereof
- **local driver allowance** (cl 14(c) (i) **\$10.22**, per occasion (ie transferring between LD and local awards)



- any employee who is a **recognized livestock carter**, carting livestock as defined - **\$19.95** per week
- any employee who is a **recognized furniture carter**, carting furniture as defined - **\$19.95** per week
- **a casual employee** shall receive an allowance of 15% when driving on the cpk or hourly rates and 25% when loading/unloading. A casual employee MUST receive a minimum payment of 500 ks or 8 hours as per the method of payment.
- **Any work diary must be paid for by the employer, either directly or via reimbursement.**

DANGEROUS GOODS ALLOWANCE

- A driver engaged in the transport of bulk dangerous goods or carting explosives in conformity with the Australian explosives code by public road shall receive an allowance of **\$18.72** per day. Bulk Dangerous Goods are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time
- A driver engaged in the transport of packaged dangerous goods which require placarding by public road shall receive an allowance of **\$7.83** per day. Packaged goods which require placarding are those goods defined as such in the Australian Dangerous Goods Code as amended from time to time

ROSTERED DAYS OFF (RDOs)

Clause 20.5 gives long distance drivers an entitlement to RDOs on the basis of 1 day for each month of employment, excluding periods of leave. RDOs are generally paid out when an employee takes the bulk of their annual leave.

ANNUAL LEAVE

A copy of the clause detailing payment obligations when an employee is on annual leave is reproduced below:

- a. "Before going on annual leave, an employee must be paid wages calculated in accordance with subclause b, for the period of leave the employee takes.
- b. The wages referred to subclause a will be calculated to include the following:
 1. A proportion of the applicable minimum weekly rate prescribed by clause 13.1 which corresponds to the amount of leave taken, and
 2. An additional loading of 30%. The loading prescribed by this subclause will not apply to proportionate leave on termination.

APPENDIX A - Schedule of agreed distances & also agreed hours

The following schedule shows the agreed distances for long distance journeys between the listed centres. Where an employee performs a journey and that journey is specified in this schedule, the number of kilometres is deemed to be the number indicated in the schedule for that journey



From/To	Route	Kilometres	Driving hours
Sydney/Brisbane	New England Highway	950	11.6
Sydney/Melbourne	Hume Highway	858	10.5
Sydney/Adelaide	Bathurst/Sturt Highway	1367	16.7
Sydney/Perth	Broken Hill	4044	47.6
Sydney/Darwin	Charleville/Dubbo	3987	46.8
Melbourne/Brisbane	Newell Highway	1682	18.5
Melbourne/Sydney	Hume Highway	858	10.5
Melbourne/Adelaide	Dukes/Western Highway	731	8.9
Melbourne/Perth	Western/Eyre Highway	3407	40.0
Melbourne/Darwin	Stuart/Western Highway	3749	44.1
Adelaide/Brisbane	Broken Hill/Newell Highway	2015	24.6
Adelaide/Sydney	Bathurst/Sturt Highway	1367	16.7
Adelaide/Perth	Eyre Highway	2677	31.5
Adelaide/Melbourne	Dukes/Western Highway	731	8.9
Adelaide/Darwin	Stuart Highway	3019	35.5
Brisbane/Sydney	New England	950	11.6
Brisbane/Melbourne	Pacific/Hume Highway	1790	21.8
Brisbane/Adelaide	Broken Hill/Newell Highway	2015	24.6
Brisbane/Perth	New England/Newell/Barrier	4314	50.7
Brisbane/Darwin	Roma	3417	40.2
Perth/Adelaide	Eyre Highway	2677	31.5
Perth/Melbourne	Western/Eyre Highway	3407	40.0
Perth/Sydney	Broken Hill	4044	47.6
Perth/Brisbane	New England/Newell/Barrier	4314	50.7
Perth/Darwin	North West Coastal	4027	47.4
Darwin/Brisbane	Roma	3417	40.2
Darwin/Sydney	Charleville/Dubbo	3978	46.8
Darwin/Melbourne	Stuart/Western Highway	3749	44.1
Darwin/Adelaide	Stuart Highway	3019	35.5
Darwin/Perth	North West Coastal	4027	47.4

For further information on these or any specific industrial matters:
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