

Preparing for 1 July 2023 (and beyond) — including wage and superannuation increases

26 June 2023

On 2 June 2023, the Fair Work Commission handed down its 2023 Annual Wage Review decision.

The key elements of the decision are:

- > the national minimum wage will increase by 8.6% from \$21.38 to \$23.22 per hour from 1 July 2023¹; and
- > modern award rates will increase by 5.75%.

If you are already paying an employee above the new minimum rate for their classification in the applicable award, you are not required to adjust those rates unless you have agreed otherwise (e.g. in an enterprise agreement). However, if you have an enterprise agreement containing rates below the new award base rates, under the *Fair Work Act 2009* (Cth) (**FW Act**) you are required to pay at least the award rates.

The new minimum rates in the four main awards in the transport and logistics industry are set out in the following tables.

Clerks — Private Sector Award 2020

The minimum weekly wage rates for clerical employees are detailed below. The classification structure is very detailed and is contained at Schedule B of the Award which is accessible [here](#).

It is important to assess classifications criteria carefully and evaluate the characteristics and typical duties/skills of each level.

Classification	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate
Level 1 — Year 1	\$861.40	\$910.90	\$23.97
Level 1 — Year 2	\$902.10	\$954.00	\$25.11
Level 1 — Year 3	\$929.90	\$983.40	\$25.88
Level 2 — Year 1	\$940.90	\$995.00	\$26.18
Level 2 — Year 2	\$958.30	\$1,013.40	\$26.67
Level 3	\$993.80	\$1,050.90	\$27.66
Call centre principal customer contact specialist	\$1,000.80	\$1,058.30	\$27.85
Level 4	\$1,043.60	\$1,103.60	\$29.04
Level 5	\$1,086.00	\$1,148.40	\$30.22
Call centre technical associate	\$1,189.60	\$1,258.00	\$33.11

Junior Employees

Junior employees are to be paid the following percentage of the appropriate wage rates.

Age	% Rate
< 16 years	45
16	50
17	60
18	70
19	80
20	90

Casual Employees

A casual employee shall be entitled to a loading of 25%. That loading is calculated by dividing the weekly rate by 38 to get the hourly rate, then multiplying that hourly rate by 1.25 to give a casual hourly rate.

In addition to normal overtime rates (time and a half or double time), a casual working overtime or outside the spread of hours is also entitled to a 25% loading on the base award rate.

A casual working on a Public Holiday is entitled to the 25% loading in addition to any other applicable penalty.

Allowances

First Aid Allowance: \$14.93 per week.

Meal Allowance: \$18.23 where required to work more than 1 ½ hours overtime without 24 hours' notice. Where such overtime work exceeds four hours a further meal allowance of \$14.60 will be paid.

Vehicle Allowance: cars — 95 cents per km; motorcycles — 32 cents per km.

Clothing: where required to wear a uniform the cost of it must be reimbursed and full time employees paid \$3.55 per week for laundry expenses, part timers or casuals should receive 71 cents per shift.

Higher Duties

An employee, when required to perform any of the duties in a classification higher than their usual classification for more than one day must be paid at least the rate which would be applicable if such duties were performed on a permanent basis.

Spread of Hours of Work and Overtime

Ordinary hours of work should not exceed 38 per week. The spread of hours in this Award is from 7.00am to 7.00pm, Monday to Friday and from 7.30am to 12pm on Saturday. Any work outside of those hours or beyond agreed daily working hours, which can be up to 10 in a day, should be paid at overtime rates which are time and a half for the first 2 hours and double time thereafter. Each day's overtime stands alone. Further, all employees must be allowed a minimum of two 10 minute rest intervals per day, that is a morning and afternoon break which shall be counted as time worked.

Road Transport and Distribution Award

This award applies to employers engaged in the Road Transport and Distribution Industry as defined in Clause 3 of the Award. ***These new rates apply from the first pay period commencing on or after 1 July 2023. Please see table on the next two pages.***

Classification — Transport Employees	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate	Description
Transport Worker Grade 1	\$858.30	\$907.70	\$23.89	General Hand: Greaser, cleaner, yard person, vehicle washer and detailer, motor driver's assistant/ furniture remover's assistant. Loader: other than freight forwarder. Courier: on foot or bicycle.
Transport Worker Grade 2	\$878.90	\$929.40	\$24.46	Loader: freight forwarder. Tow motor driver. Driver of rigid vehicle (inc. motorcycle) not exceeding 4.5 tonnes (t) gross vehicle mass (GVM).
Transport Worker Grade 3	\$889.10	\$940.20	\$24.74	Driver of a fork-lift up to and including 5t lifting capacity. Driver of a two-axle rigid vehicle or any other rigid vehicle exceeding 4.5t, but not exceeding 13.9t GVM unless by special permit or registration such vehicle may be up to 15t GVM. Driver of a concrete mixer up to and including 2 cubic metre bowl. Distribution Facility Employee Level 1*
Transport Worker Grade 4	\$904.80	\$956.80	\$25.18	Driver of a three-axle rigid vehicle exceeding 13.9t GVM. Driver of an oil tractor. Radio operator. Driver of a fork-lift with lifting capacity in excess of 5t and up to and including 10t lifting capacity. Distribution Facility Employee Level 2*
Transport Worker Grade 5	\$916.00	\$968.70	\$25.49	Driver of a fork-lift with a lifting capacity in excess of 10t and up to 34t. Driver of a rigid vehicle with four or more axles and a GVM exceeding 13.9t. Driver of a concrete mixer over 2 cubic metre bowl and up to 4.9 cubic metre bowl. Crane Chaser. Weighbridge attendant. Driver of a straddle truck. Driver of rigid vehicle and a heavy trailer combination with 3 axles and a gross combination mass (GCM) of 22.4t or less. Driver of an articulated vehicle with 3 axles and a GCM of 22.4 tonnes or less. Driver of a concrete mixer with 5 cubic metre bowl and over.

Classification — Transport Employees	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate	Description
Transport Worker Grade 6	\$926.40	\$979.70	\$25.78	<p>Driver of a rigid vehicle and a heavy trailer combination with more than 3 axles and a GCM greater than 22.4t.</p> <p>Driver of a mobile crane lifting up to and including 25t.</p> <p>Driver of an articulated vehicle with more than 3 axles and a GCM greater than 22.4t.</p> <p>Driver of a low loader (as defined) with a GCM up to and including 43t.</p> <p>Driver of a fork-lift with a lifting capacity over 34t.</p>
Transport Worker Grade 7	\$939.90	\$993.90	\$26.16	<p>Driver of a double articulated vehicle up to and including 53.4t GCM — including B-Doubles.</p> <p>Driver of a low loader (as defined) with a GCM exceeding 43t.</p> <p>When driving a low loader for each additional complete tonne over 43t GCM an extra \$1.60 (as part of the weekly rate for all purposes) shall be payable. Provided that no load shall exceed the limit prescribed by or under any State or Territory Act.</p>
Transport Worker Grade 8	\$967.20	\$1,022.80	\$26.92	<p>Driver of a mobile crane with a lifting capacity in excess of 25t and up to 50t.</p> <p>Driver of rigid vehicle and trailer(s) or double articulated vehicle exceeding 53.4t GCM including B-Doubles.</p> <p>Driver of multi-axle platform trailing equipment with carrying capacity up to and including 70t.</p> <p>Distribution Facility Employee Level 3*</p>
Transport Worker Grade 9	\$983.40	\$1,039.90	\$27.37	<p>Driver of a mobile crane with a lifting capacity in excess of 50t.</p> <p>Driver of a gantry crane.</p> <p>Driver of a rigid vehicle with trailer combinations or articulated vehicle with trailer combinations exceeding 94t GCM.</p> <p>Distribution Facility Employee Level 4*</p>
Transport Worker Grade 10	\$1,007.80	\$1,065.70	\$28.04	<p>Driver of multi-axle platform trailing equipment with a carrying capacity in excess of 70t and up to and including 100t.</p> <p>— For each additional 10t or part thereof in excess of 100t an extra \$19.58 (as part of the weekly wage rate for all purposes) up to 150t shall be payable.</p> <p>— For each additional 10t or part thereof in excess of 150t an extra \$18.58 (as part of the weekly wage rate for all purposes) up to 200t shall be payable.</p> <p>For work performed in excess of 200t and up to 300t, an additional payment of \$18.14 per day (as part of the weekly wage rate for all purposes) to be added to the 200t rate.</p>

Road Transport and Distribution Award 2020 — *continued*

Classification — Distribution Employees	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate
Distribution facility employee level 1	\$889.10	\$940.20	\$24.74
Distribution facility employee level 2	\$904.80	\$956.80	\$25.18
Distribution facility employee level 3	\$939.90	\$993.90	\$26.16
Distribution facility employee level 4	\$983.40	\$1,039.90	\$27.37

Classification — Oil Transport Employees	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate
Transport Worker Grade 1	\$858.30	\$907.70	\$25.93
Transport Worker Grade 2	\$878.90	\$929.40	\$26.55
Transport Worker Grade 3	\$889.10	\$940.20	\$26.86
Transport Worker Grade 4	\$904.80	\$956.80	\$27.34
Transport Worker Grade 5	\$916.00	\$968.70	\$27.68
Transport Worker Grade 6	\$926.40	\$979.70	\$27.99
Transport Worker Grade 7	\$939.90	\$993.90	\$28.40
Transport Worker Grade 8	\$967.20	\$1,022.80	\$29.22
Transport Worker Grade 9	\$983.40	\$1,039.90	\$29.71
Transport Worker Grade 10	\$1,007.80	\$1,065.70	\$30.45

Table of Further Additional Amounts (Road Transport and Distribution Award 2020)

Award Clause	Description	Rate
19.3(c)	Leading hands in charge of: (Per week, provided that this item shall not apply to leading loader)	<i>3 to <10 employees</i> \$44.38 <i>10 to <20 Employees</i> \$66.10 <i>More than 20 employees</i> \$83.96
19.3(d)(i)	Any employee required to drive a motor vehicle in excess of the limit in length prescribed by or under any State or Commonwealth Act shall receive an additional	\$4.32 per day
19.3(d)(ii) & (iii)	Any employee required to drive a motor vehicle with a truck loading crane (or side-lifter crane) mounted on the vehicle shall receive an additional	\$4.32 per day
19.3(d)(iv)	Any employee required to drive a motor vehicle in excess of 3.5 metres in width or transport a load in excess of that width shall receive an additional	\$4.32 per day
19.3(d)(v)	Employee who is a recognized furniture carter engaged in Removing and/or delivering furniture as defined	\$24.35 per week
19.3(d)(vi)	Employee who is a recognized livestock carter carting livestock as defined	\$24.35 per week
19.3(d)(vii)	Employee driving sanitary vehicle	\$27.45 per week
19.3(d)(viii)	Employee driving a vehicle collecting garbage	\$22.47 per week
19.3(d)(ix)	Driver-salesman as defined in Clause 3.1 of the Award	\$20.59 per week
19.3(d)(x)	Employee carting, loading and/or unloading carbon black, except when packed in sealed metal containers, an extra	\$2.63 per day
19.3(d)(xi)	Employee carting, loading and/or unloading offensive material	\$3.38 per day
19.3(d)(xii)	Employee carting, loading and/or unloading dirty material — an extra	56 cents per hour
19.3(d)(xiii)	Employee who is required to cart tar (other than in sealed containers) for immediate spreading upon streets, tar in unsealed containers, or tarred material for spreading upon streets; and/or who spreads either of them upon streets — an extra	\$4.23 per week
19.3(d)(xiv)	Coffin allowance — employees required to handle coffins containing human remains shall be paid an amount of	<i>for each coffin handled</i> \$3.57

Award Clause	Description	Rate
19.3(e)	Employee handling money as defined. For any amount handled. These are weekly allowances.	<i>Up to \$20</i> \$2.16
		<i>Over \$20 but not exceeding \$200</i> \$4.23
		<i>Over \$200 but not exceeding \$600</i> \$7.24
		<i>Over \$600 but not exceeding \$1000</i> \$9.40
		<i>Over \$1000 but not exceeding \$1200</i> \$13.26
		<i>Over \$1200 but not exceeding \$1600</i> \$20.50
		<i>Over \$1600 but not exceeding \$2000</i> \$22.66
		<i>Over \$2000</i> \$25.76
Note	Where a higher further additional amount becomes payable under any item of this table numbered 19.3(d)(vi), 19.3(d)(vii), 19.3(d)(viii), 19.3(d)(x), 19.3(d)(xi), 19.3(d)(xii) or 19.3(d)(xiii), it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.	

Juniors (Under 20 years of age)	
<19 Years = 70% Adult Rate	19 Years to <20 Years = 80% Adult Rate

Casuals

A casual employee shall be entitled to a loading of 25%. That loading is calculated by dividing the weekly rate by 38 to get the hourly rate, then multiplying that hourly rate by 1.25 to give a casual hourly rate.

In addition to normal overtime rates (time and a half or double time), a casual working overtime or outside the spread of hours is only entitled to a 10% loading (not 25%) on the base award rate.

A casual working on a Public Holiday is entitled to the 25% loading in addition to any other applicable penalty.

Spread of Hours

The spread of hours in this Award is from 5.30am to 6.30pm, Monday to Friday. Any work outside of those hours or beyond 7.6 (ordinary hours (or 8 ordinary hours if accruing an RDO) should be paid at overtime rates which are time and a half for the first 2 hours and double time thereafter. Each day's overtime stands alone.

Allowances		
Meal (per meal) = \$18.59 (when applicable)	Travel (per day) = \$38.71	Appointed First Aider (per week) = \$15.04
Dangerous Goods – Bulk (Per Day) = \$22.28	Where an employee is required to possess a DG licence any training or medical costs must be reimbursed by the employer	
Dangerous Goods – Packaged (Per Day) = \$9.31		

Road Transport (Long Distance Operations) Award 2020

This is the new modern award applicable to employers in the long-distance sector (as defined) of the transport industry. **These new rates and allowances apply from the first pay period commencing on or after 1 July 2023.**

Classification	Current Weekly Rate	New Weekly Rate	Minimum cents per km	Minimum cents per km
Grade 1 & 2	These grades are not used to classify employees covered by this Award			
Grade 3	\$889.10	\$940.20	48.89	(Range of capacity up to 8t) Driver of two axle rigid vehicle up to 13.9t GVM
Grade 4	\$904.80	\$956.80	49.75	(Range of capacity over 8t not exceeding 12t) Driver of 3 axle rigid vehicle exceeding 13.9t GVM
Grade 5	\$916.00	\$968.70	50.37	(Range of capacity exceeding 12t) Driver of 4 axle rigid vehicle exceeding 13.9t GVM Driver of rigid vehicle and heavy trailer combinations with a GCM of 22.4t or less Driver of articulated vehicle with a GCM of 22.4t or less
Grade 6	\$926.40	\$979.70	50.94	(Range of capacity up to 24t) Driver of rigid vehicle and heavy combination with a GCM greater than 22.4t but not exceeding 42.5t Driver of articulated vehicle with a GCM greater than 22.4t Driver of a low loader (as defined) with a GCM up to and including 43t
Grade 7	\$939.90	\$993.90	51.68	Driver of double articulated vehicle up to and including 53.4t GCM (includes B-Doubles) Driver of a low loader (as defined) with a GCM exceeding 43t
Grade 8	\$967.20	\$1,022.80	53.19	Driver of a rigid vehicle and trailer(s) or double articulated vehicle with GCM over 53.4t (including B-Doubles) Multi-axle trailing equipment up to 70t capacity
Grade 9	\$983.40	\$1,039.90	54.07	Driver of road train or triple articulated vehicle exceeding 94t GCM
Grade 10	\$1,007.80	\$1,065.70	55.42	Multi-axle trailing equipment

Some notes regarding 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 kilometre' (**cpk**) rate — distances are at Table A.
- > 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 cpk rate shall apply.
- > Where cpk is the nominated payment method, an employee is paid:
 - a. an amount calculated by multiplying the number of kilometres travelled by the wage rate per kilometre as detailed in the schedule of agreed distances
 - b. the rate or allowance for any loading and unloading duties
 - c. the living away from home allowance, if relevant
- > Where the hourly rate is the nominated payment method, an employee is paid an amount calculated by multiplying the hourly rate by:
 - a. the designated number of hours for each trip in Appendix A overleaf, or
 - b. if the trip is not designated in Appendix A, then payment must be for actual hours worked or
 - c. the hours listed for each trip in an Accredited Fatigue Management Plan (**FMP**)
 - d. the rate or allowances for any loading or unloading duties
 - e. the Travelling Allowance, if relevant

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 2020 will apply.

Table A — Schedule of Agreed Distances and 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

Allowances (Road Transport Long Distance Operations Award 2020 — *continued****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 and Unloading Allowance

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 16 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 \$56.28 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

- > Overtime — the cpk and hourly rates above include a 20% notional overtime loading, which provides for an overtime factor of 2 hours in 10 at double time.
- > 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 \$4.31 per day or part thereof. [cl 18.2(c)(ii)]
- > 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 \$4.31 per day or part thereof. [cl 18(c)(iii)]
- > Local driver allowance \$12.15 per occasion (ie transferring between LD and local awards). [cl 18(c)(i)]
- > Any employee who is a recognised livestock carter, carting livestock as defined — \$23.71 per week. [cl 18.2(c)(v)]
- > Any employee who is a recognised furniture carter, carting furniture as defined — \$23.71 per week. [cl 18.2(c)(iv)]
- > 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 kms 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 \$22.24 per day. Bulk Dangerous Goods are those goods defined as such in the Australian Dangerous Goods Code as amended. [cl 18.2(d)(i)]
- > A driver engaged in the transport of packaged dangerous goods which require placarding by public road shall receive an allowance of \$9.31 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. [cl 18.2(d)(ii)]

Rostered Days Off (RDO)

Clause 13.5 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:

- > 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.
- > The wages referred to subclause a will be calculated to include the following:
 - a. A proportion of the applicable minimum weekly rate prescribed by clause 16.1 which corresponds to the amount of leave taken, and
 - b. An additional loading of 30%. The loading prescribed by this subclause will not apply to proportionate leave on termination.

Waste Management Award 2020

This Award covers those employers and their employees in the waste management industry. The following rates will apply from 1 July 2023.

Note: In this Award, the industry allowance of \$109.33 is payable for all purposes and has been added to the minimum hourly rate of pay set out below.*

Classification	Current Weekly Rate	New Weekly Rate	From 1 July 2023 New Hourly Rate	Description
Level 1	\$858.30	\$1,017.03	\$26.77	Depot Hand in Training
Level 2	\$878.90	\$1,038.73	\$27.34	Domestic Off sider Refuse treatment and/or handling and/or disposal facility attendant
Level 3	\$889.10	\$1,049.53	\$27.62	Weighbridge Operator Driver (not elsewhere included) of vehicle up to 4.5t GVM Trainee Driver up to 14t GVM
Level 4	\$904.80	\$1,066.13	\$28.06	Driver of a vehicle with a truck Mounted crane, Driver of Road Sweeper, Furnace Operator, Incinerator Operator Operator of earthmoving plant up to and including 150 BHP Trainee driver of a vehicle exceeding 14t GVM
Level 5	\$916.00	\$1,078.03	\$28.37	Driver of vehicle exceeding 14t GVM and up to 30t GVM, being: — rear end loading vehicles — roll on/roll off vehicles — side lift vehicles — liquid waste rigid vehicles — lift on skip or morrell vehicles — pantehnicon — vehicle carrying septic tanks, chemical closets, portaloos etc
Level 6	\$939.90	\$1,103.23	\$29.04	Driver of articulated vehicle Driver/Operator (S.O.L.O. System) Driver of rigid vehicle exceeding 30t GVM
Level 7	\$1,007.80	\$1,175.03	\$30.92	Driving Instructor (All Systems)
Level 8	\$1,058.20	\$1,228.33	\$32.33	An employee performing one of more of the following functions: — Intermodal facility operator and tipping platform operator only Operator of earth moving plant at waste management facility over 150 BHP (approx. 112 Kw)
Level 9	\$1,068.50	\$1,239.23	\$32.61	Driver of a double articulated vehicle (B double)

Permanent

	Min Weekly Rate	Weekly Rate plus Industry Allowance	Min Hourly Rate	OT for first 2 hrs (T1/2. 150%)	OT after first 2 hrs (DT 200%)	Good Friday and Xmas (TT-300%)	Public Holidays (DT1/2 250%)
Level 1	\$907.70	\$1,017.03	\$26.77	\$40.16	\$53.54	\$80.31	\$66.93
Level 2	\$929.40	\$1,038.73	\$27.34	\$41.01	\$54.68	\$82.02	\$68.35
Level 3	\$940.20	\$1,049.53	\$27.62	\$41.43	\$55.24	\$82.86	\$69.05
Level 4	\$956.80	\$1,066.13	\$28.06	\$42.09	\$56.12	\$84.18	\$70.15
Level 5	\$968.70	\$1,078.03	\$28.37	\$42.56	\$56.74	\$85.11	\$70.93
Level 6	\$993.90	\$1,103.23	\$29.04	\$43.56	\$58.08	\$87.12	\$72.60
Level 7	\$1,065.70	\$1,175.03	\$30.92	\$46.38	\$61.84	\$92.76	\$77.30
Level 8	\$1,119.00	\$1,228.33	\$32.33	\$48.50	\$64.66	\$96.99	\$80.83
Level 9	\$1,129.90	\$1,239.23	\$32.61	\$48.92	\$65.22	\$97.83	\$81.53

Juniors

The minimum rates to be paid to junior employees are the following percentages of the minimum wage for the relevant classification:

Age	% of relevant minimum wage
18 years and under	70
19 years	80
20 years	100

Where a junior employee aged 18 years or more is required to drive and be in sole charge of a motor vehicle, they will be paid the adult rate assigned to the class of driving work that they are required to perform.

Casual

	Hourly Rate (HR) including 25% loading	Overtime first 2 hrs (160% of perm HR) (HR*1.5+10%HR)	Overtime after first 2 hrs (210% of perm HR) (HR*2+10%HR)	Good Friday and Christmas (325% perm rate) (min 4 hrs)	Public Holidays (275% of perm rate) (min 4 hrs)
Grade 1	\$33.46	\$42.83	\$56.22	\$87.00	\$73.62
Grade 2	\$34.18	\$43.74	\$57.41	\$88.86	\$75.19
Grade 3	\$34.53	\$44.19	\$58.00	\$89.77	\$75.96
Grade 4	\$35.08	\$44.90	\$58.93	\$91.20	\$77.17
Grade 5	\$35.46	\$45.39	\$59.58	\$92.20	\$78.02
Grade 6	\$36.30	\$46.46	\$60.98	\$94.38	\$79.86
Grade 7	\$38.65	\$49.47	\$64.93	\$100.49	\$85.03
Grade 8	\$40.41	\$51.73	\$67.89	\$105.07	\$88.91
Grade 9	\$40.76	\$52.18	\$68.48	\$105.98	\$89.68

Higher Duties

Where an employee is required to perform work at more than one classification level on any one day the employee is to be paid the minimum rate for the highest level, calculated hourly, for the whole day.

An employee is not to be transferred to a lower classification level except on 7 days' notice.

Ordinary Hours and Overtime

The spread of ordinary hours under this award is 4.00am to 5.00pm, Monday to Friday.

Any work outside those hours, or beyond 7.6 per day (or 8 if accruing for an RDO) should be paid at overtime rates, time and a half for the first 2 hours and double time thereafter. NB: the casual loading reduces from 25% to 10% of the base rate above on overtime hours.

Allowances:

- > Meal Allowance \$19.17
- > Transport Allowance (start before 4am) \$10.06
- > First Aid Allowance \$4.97 per day
- > Leading Hand weekly allowance
 - a. 4-8 employees \$26.84
 - b. 9-15 employees \$39.76
 - c. 15 employees \$54.66

***Note:** If you require any assistance assessing what classifications your employees fall into under any of the above awards, please let us know.*

High-income threshold

The high-income threshold, which limits an employee's eligibility to pursue an unfair dismissal claim (unless they are award or agreement covered), will also increase from \$162,000 to **\$167,500** for dismissals that take effect from 1 July 2023.

The same figure is used for guarantees of annual earnings. An employer may provide such a guarantee to an employee whose earnings exceed this amount, and the effect is that an award which would otherwise apply to that employee does not apply. However, that employee remains covered by the award for the purposes of the unfair dismissal provisions.

The maximum compensation which can be awarded for unfair dismissal, which the FW Act stipulates is six months' pay (capped at half the high-income threshold), will also rise from 1 July 2023 from \$81,000 to **\$83,750**.

It is important to remember that high-income earners still have access to other avenues to challenge a dismissal, including the general protections provisions in the FW Act, anti-discrimination legislation and the common law (e.g. breach of contract claims).

Superannuation Guarantee contributions

The Superannuation Guarantee (**SG**) rate will increase from 1 July 2023 from 10.5% to 11% and continue to increase annually until it reaches 12% on 1 July 2025.

Income Year	SG Rate
2023-24	11%
2024-25	11.5%
2025-26 and onwards	12%

Contact us

If you would like to discuss if these developments impact your business or if you require assistance with understanding your obligations as an employer, please contact Victoria Comino, Special Counsel in our [Workplace Relations](#) team.

VTa member contact



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Endnotes

1 \$882.36 per week for a full-time employee working 38 hours per week.

Our Workplace Relations team

If you would like advice or assistance with any of the above issues, or any employment related issue, please contact a member of our Workplace Relations team.



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