



VACC
You're in good hands

Wages Guide

Vehicle Repair, Services and
Retail Award 2020

PLEASE HAND TO YOUR PAYROLL STAFF

Effective from the first full pay period on or after 1 July 2024

1 January 2025 Update

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

The Vehicle, Repair Services and Retail Award 2020 (Award) covers employers throughout Australia of employees engaged in the vehicle repair, services and retail industry to the exclusion of any other modern award and where the employer's establishment, plant or undertaking is principally connected or concerned with the vehicle repair, services and retail industry. This wages guide is to be read in conjunction with the Award and the National Employment Standards (NES) contain the minimum conditions of employment for employees covered by the Award. A full version of the Award can be found [HERE](#). For further enquiries, contact the VACC IR Department on 03 9829 1123.

Casual Wage Rates – Service Stations & Roadhouses For Driveway Attendants, Roadhouse Attendants and Console Operators

Driveway Attendants Only – Level 1			
	Monday to Friday (at any time) per hour \$	Saturday, Sunday and Public Holidays (at any time) per hour \$	Overtime (for any hours worked in excess of 10 per day or 38 per week, per hour extra) \$
Under 17 years of age	14.68	19.15	8.18
17 years of age	15.46	20.16	8.61
18 years of age	19.32	25.20	10.76
19 years of age	23.18	30.24	12.92
Adult – 20 years of age and over	30.91	40.32	17.22

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 within 3 months' employment

Roadhouse Attendants – Level 2			
A person employed principally to perform the duties of a roadhouse attendant when required to cook take away meals only			
	Monday to Friday (at any time) per hour \$	Saturday, Sunday and Public Holidays (at any time) per hour \$	Overtime (for any hours worked in excess of 10 per day or 38 per week, per hour extra) \$
Under 17 years of age	15.09	19.68	8.40
17 years of age	15.88	20.72	8.85
18 years of age	19.85	25.89	11.06
19 years of age	23.82	31.07	13.27
Adult – 20 years of age and over	31.76	41.43	17.69

Console Operators and Roadhouse Attendants – Level 4			
A person employed principally to perform the duties of a roadhouse attendant if engaged to primarily cook other than take away meals			
	Monday to Friday (at any time) per hour \$	Saturday, Sunday and Public Holidays (at any time) per hour \$	Overtime (for any hours worked in excess of 10 per day or 38 per week, per hour extra) \$
Under 17 years of age	16.15	21.06	9.00
17 years of age	17.00	22.17	9.47
18 years of age	21.24	27.71	11.84
19 years of age	25.49	33.26	14.21
Adult – 20 years of age and over	33.99	44.34	18.94

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Apprentice Wage Rates

Standard Apprentices: (apprentices under 21 years of age at commencement)					
	Not completed Year 12 \$	** Hourly rates (for O/T purposes)	Completed Year 12 \$	** Hourly rates (for O/T purposes)	Weekly tool allowance* \$
Stage 1 or 1st Year	516.04	13.58	567.77	14.94	5.88
Stage 2 or 2nd Year	619.38	16.30	671.00	17.66	7.59
Stage 3 or 3rd Year	774.23	20.37	774.23	20.37	10.46
Stage 4 or 4th Year	908.42	23.91	908.42	23.91	12.14

Adult Apprentices: (21 years and over at commencement)			
	Weekly rate \$	** Hourly rates (for O/T purposes)	Weekly tool allowance* \$
Stage 1 or 1st Year	825.84	21.73	5.88
Stage 2 or 2nd Year	891.50	23.46	7.59
Stage 3 or 3rd Year	915.90	24.10	10.46
Stage 4 or 4th Year	949.20	24.98	12.14
Thereafter	1032.30	27.17	12.14

(These rates are applicable to **all standard and adult apprentices**, i.e. motor mechanics, panel beaters, spray painters, etc.)
* Tool allowance is paid only if the business requires the apprentice to provide their own hand tools. ** O/T - Overtime

Junior Wage Rates

Group A (under 21 years of age) employed in the following classifications:			
Assembler – accessories, assembler – body shop, automotive parts salesperson, automotive serviceperson and/or checker, body maker – Class 2, brake service person, console operator (see page 1 for casual rates) , driver – courtesy vehicle in relation to sales or sales promotion – over three tonnes, exhaust repairer, motor vehicle salesperson and/or agricultural vehicle salesperson – more than six months experience, radiator repairer, roadhouse attendant (if engaged primarily to cook other than takeaway foods – see page 1 for casual rates) , salesperson other, store-person (more than 12 months experience), store-person and packer, wheel aligner – other wheel builder and/or repairer, wrecker – automotive.			
	Hourly rate \$	Weekly rate \$	Casual rate (25%) \$
Under 17 years of age	12.26	465.69	15.33
17 years of age	12.90	490.20	16.13
18 years of age	16.13	612.75	20.16
19 years of age	19.35	735.30	24.19
20 years of age	22.58	857.85	28.23

Group B (under 21 years of age) employed in the following classifications:			
Group B (under 21 years of age) employed in the following classifications: Battery repairer, car cleaner and/or washer, car polisher by hand, detailer, driver – courtesy vehicle in relation to sales or sales promotion – under three tonnes, driveway attendant, grinder and/or buffer, lube attendant, machinist (metal) – Class 2, motor vehicle salesperson and/or agricultural vehicle salesperson – less than six months experience, office cleaner, painter – brush and/or spray on mechanical and/or chassis components, parking attendant, process worker, roadhouse attendant – required to cook takeaway foods (see page 1 for casual rates) , service receptionist (not being a tradesperson), spring service worker, steam cleaner and/or proof coater, store worker – 1st 12 months, tradesperson's assistant, tyre fitter and workshop cleaner.			
	Hourly rate \$	Weekly rate \$	Casual rate (25%) \$
Under 17 years of age	11.14	423.46	13.93
17 years of age	11.73	445.75	14.66
18 years of age	14.66	557.19	18.33
19 years of age	17.60	668.63	22.00
20 years of age	20.53	780.06	25.66

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Minimum Wage Rates for School Based Apprentices

School based apprentices are paid a minimum rate of \$16.98 per hour Monday to Friday between 6am and 6pm. This rate is based on the **first year** apprentice rate and includes a 25 per cent loading to compensate for off-the-job training. This loading is not a casual loading and school-based apprentices accrue pro-rata personal and annual leave based on actual hours worked. Members are encouraged to contact VACC Workplace Relations for further information.

National Training Wage – Skill Level B

Effective from the first full pay period to commence on or after 1 July 2024

Full-time Traineeship Rates

(These rates only apply to an accredited traineeship contract registered with the State Training Authority)

Highest year of schooling completed			
	Year 10 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	398.70	439.00	508.90
Plus one year out of school	439.00	508.90	585.40
Plus two years out of school	508.90	585.40	686.60
Plus three years out of school	585.40	686.60	783.00
Plus four years out of school	686.60	783.00	783.00
Plus five or more years out of school	783.00	783.00	783.00

Part-time Traineeship Rates

Highest year of schooling completed			
	Year 10 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	13.11	14.44	16.75
Plus one year out of school	14.44	16.75	19.26
Plus two years out of school	16.75	19.26	22.59
Plus three years out of school	19.26	22.59	25.76
Plus four years out of school	22.59	25.76	25.76
Plus five or more years out of school	25.76	25.76	25.76

School Based Traineeships

	Year of schooling	
	Year 11 or lower per hour \$	Year 12 per hour \$
Part-time trainee taking pro-rata annual and personal leave and pro-rata leave on public holidays	13.11	14.44
Trainee receiving an additional 25 per cent loading and not taking paid annual leave, paid personal/carer's leave and paid absence on public holidays	16.39	18.05

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Adult Wage Rates – RS&R employees

		Level	Hourly rate	Weekly rate	Casual hourly rate
Agricultural Vehicle Salesperson	(i) having less than six months' experience	4	\$25.80	\$980.40	\$32.25
	(ii) having more than six months' experience	6	\$27.17	\$1032.30	\$33.96
Assembler	(i) accessories	3	\$24.98	\$949.20	\$31.23
	(ii) body shop	3	\$24.98	\$949.20	\$31.23
Automotive Electrician		6	\$27.17	\$1032.30	\$33.96
Automotive Engine Reconditioner		6	\$27.17	\$1032.30	\$33.96
Automotive Parts Interpreter		6	\$27.17	\$1032.30	\$33.96
Automotive Parts Salesperson	(i) has three or more years adult experience	5	\$26.42	\$1003.80	\$33.03
	(ii) less than three years adult experience	4	\$25.80	\$980.40	\$32.25
Automotive Servicer or Checker		5	\$26.42	\$1003.80	\$33.03
Battery Repairer		2	\$24.10	\$915.90	\$30.13
Body Maker	(i) 1st Class	6	\$27.17	\$1032.30	\$33.96
	(ii) 2nd Class	4	\$25.80	\$980.40	\$32.25
Brake Mechanic		6	\$27.17	\$1032.30	\$33.96
Brake Servicer	(i) first six months	2	\$24.10	\$915.90	\$30.13
	(ii) after six months	4	\$25.80	\$980.40	\$32.25
Car Cleaner and/or Washer		1	\$23.46	\$891.50	\$29.33
Car Polisher	by hand	1	\$23.46	\$891.50	\$29.33
Console Operator		4	\$25.80	\$980.40	-
Detailer	(i) as defined (i.e. polishing and/or cutting etc.)	3	\$24.98	\$949.20	\$31.23
	(ii) other (i.e. car cleaner/detailer)	1	\$23.46	\$891.50	\$29.33
Driver of courtesy car or vehicle in relation to sales or sales promotion or in the course of registration, collection from or delivery to customer	(i) vehicle up to and including makers' capacity of three tonnes	2	\$24.10	\$915.90	\$30.13
	(ii) vehicles with makers' capacity over three tonnes	4	\$25.80	\$980.40	\$32.25
Driveway Attendant		1	\$23.46	\$891.50	-
Electroplater	1st Class	6	\$27.17	\$1032.30	\$33.96
Exhaust Repairers	(i) first six months	2	\$24.10	\$915.90	\$30.13
	(ii) after six months	4	\$25.80	\$980.40	\$32.25
Fitter and/or Turner		6	\$27.17	\$1032.30	\$33.96
Grinder and/or Buffer Metal	using portable machine	2	\$24.10	\$915.90	\$30.13
Instrument Mechanic	automotive	6	\$27.17	\$1032.30	\$33.96
Lubritorium Attendant		2	\$24.10	\$915.90	\$30.13
Machinist (metal)	(i) 1st Class	6	\$27.17	\$1032.30	\$33.96
	(ii) 2nd Class	3	\$24.98	\$949.20	\$31.23
Motorcycle or Motor Scooter Mechanic		6	\$27.17	\$1032.30	\$33.96
Motorcycle Assembler		4	\$25.80	\$980.40	\$32.25
Motor Mechanic – Level I		6	\$27.17	\$1032.30	\$33.96
Motor Mechanic/Post Trade Level II – must hold a Certificate IV automotive qualification from the National Automotive, Retail, Service & Repair Training Package (AUR16)		7	\$29.72	\$1129.40	\$37.15

Tool Allowance for Tradesperson (where applicable) per week **\$13.86**

Tool allowance is paid if the employer requires the employees to provide and maintain their own hand tools.

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 within 3 months' employment

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Adult Wage Rates – RS&R employees

		Level	Hourly rate	Weekly rate	Casual hourly rate	
Motorcycle and Motor Vehicle Salesperson	(i) having less than six months' experience	4	\$25.80	\$980.40	\$32.25	
	(ii) more than six months' experience	6	\$27.17	\$1032.30	\$33.96	
Office Cleaner		1	\$23.46	\$891.50	\$29.33	
Operator	(i) on warming mill	2	\$24.10	\$915.90	\$30.13	
	(ii) detreading, buffing, gouging, etc.	2	\$24.10	\$915.90	\$30.13	
	(iii) in charge of extruder	3	\$24.98	\$949.20	\$31.23	
	(iv) mainly engaged examining tyres prior to repairing, retreading, recapping, or relugging	3	\$24.98	\$949.20	\$31.23	
	(v) repairing and/or building up and/or retreading and/or recapping used	(i) aeroplane tyres for re-use on aeroplanes	3	\$24.98	\$949.20	\$31.23
		(ii) tyres other than as above referred to	3	\$24.98	\$949.20	\$31.23
	(vi) relugging earth mover and/or grader and/or tractor tyres by hand		3	\$24.98	\$949.20	\$31.23
	(vii) molding or curing retreaded, rebuilt, recapped or relugged tyres in:	(i) unit heaters	3	\$24.98	\$949.20	\$31.23
(ii) autoclaves		3	\$24.98	\$949.20	\$31.23	
Painter	(i) tradesperson	6	\$27.17	\$1032.30	\$33.96	
	(ii) brush and/or spray on mechanical chassis components	3	\$24.98	\$949.20	\$31.23	
Paint Shop Assistant		3	\$24.98	\$949.20	\$31.23	
Panel Beater		6	\$27.17	\$1032.30	\$33.96	
Parking Attendant		1	\$23.46	\$891.50	\$29.33	
Parts Interpreter	(automotive)	6	\$27.17	\$1032.30	\$33.96	
Polisher or Cutter	using buff or wet and dry rubber	3	\$24.98	\$949.20	\$31.23	
Process Worker		1	\$23.46	\$891.50	\$29.33	
Radiator Repairer	(i) 1st Class	5	\$26.42	\$1003.80	\$33.03	
	(ii) other Classes	4	\$25.80	\$980.40	\$32.25	
Roadhouse Attendant	(i) when to cooking take-away meals only	2	\$24.10	\$915.90	-	
	(ii) engaged primarily to cook other than take away foods	4	\$25.80	\$980.40	-	
Salesperson (motor vehicle)	(i) more than six months' experience	6	\$27.17	\$1032.30	\$33.96	
	(ii) less than six months' experience	4	\$25.80	\$980.40	\$32.25	
Salesperson (other)	- aftermarket - finance and insurance	4	\$25.80	\$980.40	\$32.25	
Service Advisor	trade qualified	6	\$27.17	\$1032.30	\$33.96	
Service Receptionist	not being a tradesperson	3	\$24.98	\$949.20	\$31.23	
Signwriter		6	\$27.17	\$1032.30	\$33.96	

Tool Allowance for Tradesperson (where applicable) per week	\$13.86
Tool allowance is paid if the employer requires the employees to provide and maintain their own hand tools.	

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 within 3 months' employment

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Adult Wage Rates – RS&R employees

		Level	Hourly rate	Weekly rate	Casual hourly rate	
Spray Painter	tradesperson	6	\$27.17	\$1032.30	\$33.96	
Spring Service Worker		2	\$24.10	\$915.90	\$30.13	
Steam Cleaner and/or Proof Coater		3	\$24.98	\$949.20	\$31.23	
Storeperson	(i) first 12 months' experience	3	\$24.98	\$949.20	\$31.23	
	(ii) more than 12 months' experience	4	\$25.80	\$980.40	\$32.25	
Storeperson and Packer		4	\$25.80	\$980.40	\$32.25	
Tradesperson's Assistant	(i) Level 1	1	\$23.46	\$891.50	\$29.33	
	(ii) Level 2	2	\$24.10	\$915.90	\$30.13	
Trimmer		6	\$27.17	\$1032.30	\$33.96	
Tyre Fitter		2	\$24.10	\$915.90	\$30.13	
Welder		6	\$27.17	\$1032.30	\$33.96	
Wheel Aligner	(i) tradesperson	6	\$27.17	\$1032.30	\$33.96	
	(ii) not being a tradesperson	(i) having up to six months' experience	3	\$24.98	\$949.20	\$31.23
		(ii) after six months	4	\$25.80	\$980.40	\$32.25
Wheel Builder and/or Repairer	(i) tradesperson	6	\$27.17	\$1032.30	\$33.96	
	(ii) not being a tradesperson	(i) first six months' experience	3	\$24.98	\$949.20	\$31.23
		(ii) after six months	4	\$25.80	\$980.40	\$32.25
Windscreen Fitter and/or Repairer		4	\$25.80	\$980.40	\$32.25	
Workshop Cleaner		1	\$23.46	\$891.50	\$29.33	
Wrecker	automotive	3	\$24.98	\$949.20	\$31.23	

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 within 3 months' employment

Clause 18.2 Leading Hands Allowance	
In charge of not less than three and not more than 10 employees	\$44.80 per week
In charge of more than 10 and not more than 20 employees	\$67.51 per week
In charge of more than 20 employees	\$85.78 per week

Tool Allowance for Tradesperson (where applicable) per week	\$13.86
Tool allowance is paid if the employer requires the employees to provide and maintain their own hand tools.	

Overtime rates for full-time Employees (except Motor Vehicle Salespersons)	
Monday to Saturday: (in excess of set hours)	Time and a half for the first three hours, double time thereafter
Sunday:	Double time rates apply
Public holidays:	Double time and a half rates apply

Employee Classifications Vehicle Repair, Services and Retail Award 2020	Hourly Rate \$	Weekly Wage \$	Casual Hourly Rate \$
Level 1	23.46	891.50	29.33
Level 2	24.10	915.90	30.13
Level 3	24.98	949.20	31.23
Level 4	25.80	980.40	32.25
Level 5	26.42	1003.80	33.03
Level 6	27.17	1032.30	33.96
Level 7	29.72	1129.40	37.15

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Casual RS&R employees

The following loadings do not apply to the following casual Repair, Services and Retail employees:

- (a) those principally employed to perform vehicle sales related duties; or
- (b) driveway attendant, console operator, roadhouse attendant.

Casual employees are paid 1/38th of the weekly rate plus a loading as set out in the following table:

Day or time worked:	% loading
Monday to Friday between 6am and 6pm	25
Monday to Friday between 6pm and 6am	50
Saturdays at any time	75
Sundays at any time	125
Public holidays at any time	175
Overtime (in excess of 10 hours per day or 38 hours per week):	
The first three hours	75
Thereafter	125

(The minimum payment per shift for casuals is two hours)

Driver Wage Rates – RS&R employees

		Hourly Rate	Weekly Rate
Driver of Commercial Vehicle used in the course of the employer's business having capacity of up to eight tonnes			
Adult		\$25.80	\$980.30
Junior	(i) Under 19 years of age	70%	\$18.06
	(ii) 19 years & under 20 years of age	80%	\$20.64
	(iii) 20 years of age and over	Adult Rate	\$25.80
For each additional complete tonne over eight tonnes an extra \$1.96 per week			
Motor Vehicle Drawing	Empty trailer		\$2.54 day extra
	Loaded trailer		\$4.60 day extra
Driver of Articulated Vehicle			
Adult	Employee Driving Articulated Vehicle having a capacity up to and including 10 tonnes		\$26.77
Junior	(i) Under 19 years of age	70%	\$18.74
	(ii) 19 years & under 20 years of age	80%	\$21.41
For each additional complete tonne over 10 tonnes an extra \$1.86 per week			
Driver of Tow Truck			
Adult	(i) Class 1, 2 and 3		\$25.80
	(ii) Class 4		\$27.17
Junior	Under 19 years of age	70%	Class 1,2,3 \$18.06 Class 4 \$19.02
	19 years & under 20 years of age	80%	\$20.64 \$21.73
	20 years of age and over	Adult Rate	
A loading of \$26.01 per week which is not subject to overtime, shift premiums, etc. applied regardless of class of tow truck or hours worked.			
Driver – Forklift	Adult		\$25.80
Driver of Mobile Crane	Adult		\$25.80
	Where two or more cranes or fork lifts are engaged on any one lift, an additional amount at the rate of \$2.99 per day for each day so provided.		

The Vehicle Repair Services and Retail Award 2020
Effective from the first full pay period on or after 1 July 2024

Allowances 1 July 2024

The following chart is for quick reference only. Refer to your copy of the Award for specifics.

Please note that these allowances have been varied from the first full pay period to commence on or after 1 July 2024 by Fair Work Commission

Clause 18.2	Leading Hands Allowance		
	In charge of not less than three and not more than 10 employees	\$44.80 per week	
	In charge of more than 10 and not more than 20 employees	\$67.51 per week	
	In charge of more than 20 employees	\$85.78 per week	
Clause 18.3	First Aid Qualifications	\$20.65 per week	
Clause 19.6	Tool Allowance – Tradespersons and Apprentices required by the employer to provide their own hand tools must be paid the following weekly allowance.		
	Tradesperson	\$13.86 per week	
	Apprentices:	1st year	\$5.88 per week
		2nd year	\$7.59 per week
		3rd year	\$10.46 per week
		4th year	\$12.14 per week
Clause 18.5 (a)	Confined Spaces	\$1.00 per hour	
Clause 18.6	Dirty Work	\$0.78 per hour	
	Minimum payment per shift	\$3.04 per shift	
Clause 18.7	Hot Places		
	Between 46 and 54 degrees celsius	\$0.78 per hour	
	Over 54 degrees celsius	\$1.00 per hour	
Clause 18.8	Wet Places	\$0.70 per hour	
Clause 18.9	Glass or Slag Wool	\$1.00 per hour	
Clause 18.10	Handling Garbage	\$0.78 per hour	
Clause 18.11	Livestock Transport	\$0.78 per hour	
Clause 18.12	Slicking with carbon black	\$1.17 per day	
Clause 18.13	Large tyre fitting – offsite	\$1.15 per day	
Clause 18.4	Drivers Handling Money		
Employees who are classified as drivers of commercial vehicles and/or tow truck who handle money on behalf of their employer are entitled to the following additional amounts per week:			
	Up to \$20	\$2.09	
	Over \$20 but not exceeding \$200	\$3.82	
	Over \$200 but not exceeding \$600	\$7.24	
	Over \$600 but not exceeding \$1000	\$9.18	
	Over \$1000	\$12.98	
Clause 19.2 (a)	Overtime Meal Allowance An employee required to work overtime for more than one and a half hours without being notified on the previous day or earlier shall be paid.	\$17.48	
Clause 19.3 (b)(iv)	When using own vehicle for work purposes	\$0.98/km	
Clause 19.5 (b)(i)	Meal allowance whilst travelling	\$17.48	

Special Provisions for Motor Vehicle Salespersons

Clause 28 (c)	Work on Sunday		
	A vehicle salesperson/Finance and Insurance/After Market/Motorcycle Salesperson required by his or her employer to work on a Sunday other than a Sunday which is his or her rostered day off shall be paid in addition to his or her ordinary rate as follows:		
	(a) if more than half a day is worked		\$206.46
	(b) if half a day or less is worked		\$103.23
Clause 28.7 (c)(i)	Vehicle Salespersons meal allowance		\$20.73 per meal
Clause 28.7 (d)(ii)	Vehicle Salespersons required to use their own vehicle in the course of employment:		
	Overhead cost allowance	Under 20 h.p.	\$219.64 per week
		Over 20 h.p.	\$244.09 per week
	plus an additional amount	Under 20 h.p.	\$0.26 per km
		Over 20 h.p.	\$0.29 per km
Clause 28.7 (d)(iv)	Casual use of a motor vehicle in the course of employment		\$0.98 per km

Shift Rates

Shift	% Loading
If working on night shift only	30
If working on afternoon shift only	18
If working on alternating afternoon and night shifts	20
If working on alternating day and night shifts	12.5 for the night shift
If working on alternating day, afternoon and night shifts	12.5 for the afternoon and night shifts
If working on alternating day and afternoon shifts	12.5 for the afternoon shift

Members requiring any additional information should contact VACC Workplace Relations on 03 9829 1123.

