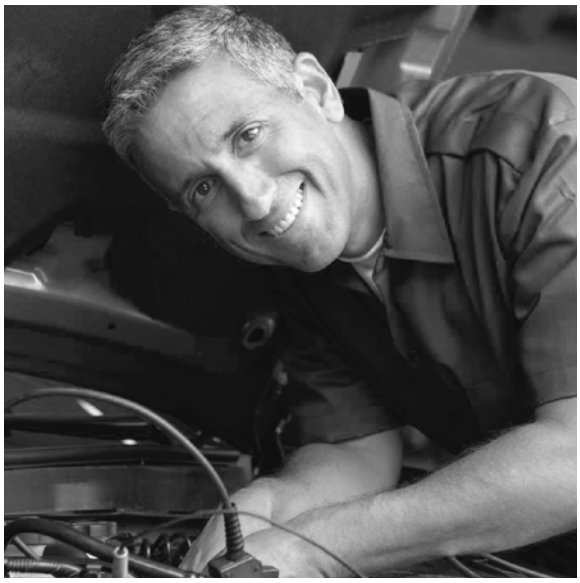
Wages Guide 2019

Vehicle Manufacturing, Repair, Services and Retail Award 2010

Effective from the first full pay period on or after 1 July 2019

Please hand to your payroll staff



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

Driveway Attendants Only			
	Monday to Friday (at any time) per hour $	Saturday, Sunday & 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) $
16 years of age & under	12.20	15.91	6.80
17 years of age	12.84	16.75	7.16
18 years of age	16.05	20.94	8.95
19 years of age	19.26	25.13	10.74
20 years of age & over	25.68	33.50	14.32

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 & 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) $
16 years of age & under	12.55	16.37	6.99
17 years of age	13.22	17.24	7.36
18 years of age	16.52	21.54	9.19
19 years of age	19.82	25.85	11.03
20 years of age & over	26.43	34.47	14.71

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 & 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) $
16 years of age & under	13.48	17.59	7.51
17 years of age	14.19	18.52	7.91
18 years of age	17.74	23.14	9.88
19 years of age	21.29	27.77	11.86
20 years of age & over	28.38	37.03	15.81

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* $
1st Year	431.25	11.35	474.38	12.48	5.03
2nd Year	517.50	13.62	560.63	14.75	6.48
3rd Year	646.88	17.02	646.88	17.02	8.94
4th Year	759.00	19.97	759.00	19.97	10.38

Adult Apprentices: (21 years and over at commencement)			
	Weekly rate 1/7/2019 $	** Hourly rates (for O/T purposes)	Weekly tool allowance* $
1st Year	690.00	18.16	5.03
2nd Year	740.80	19.49	6.48
3rd Year	762.10	20.06	8.94
4th Year	791.30	20.82	10.38

(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

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 3 tonnes, exhaust repairer, motor vehicle salesperson and/or agricultural vehicle salesperson - more than 6 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%) $
16 years of age & under	10.23	388.79	12.79
17 years of age	10.77	409.25	13.46
18 years of age	13.46	511.56	16.83
19 years of age	16.16	613.88	20.19
20 years of age	18.85	716.19	23.56

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 3 tonnes, driveway attendant, grinder and/or buffer, lube attendant, machinist (metal) - Class 2, motor vehicle salesperson and/or agricultural vehicle salesperson - less than 6 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%) $
16 years of age & under	9.26	351.88	11.58
17 years of age	9.75	370.40	12.19
18 years of age	12.18	463.00	15.23
19 years of age	14.62	555.60	18.28
20 years of age	17.06	648.20	21.33

Minimum Wage Rates for School Based Apprentices

School based apprentices are paid a minimum rate of $14.19 per hour Monday to Friday between 6 am and 6 pm. This rate is based on the first year apprentice rate and includes a 25% 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.

National Training Wage – Skill Level B
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	332.80	366.50	424.80
Plus 1 year out of school	366.50	424.80	488.60
Plus 2 years out of school	424.80	488.60	573.10
Plus 3 years out of school	488.60	573.10	653.70
Plus 4 years out of school	573.10	653.70	653.70
Plus 5 or more years out of school	653.70	653.70	653.70

Part Time Traineeship Rates

	Highest year of schooling completed		
	Year 10 per hour $	Year 11 per hour $	Year 12 per hour $
School leaver	10.95	12.07	13.99
Plus 1 year out of school	12.07	13.99	16.08
Plus 2 years out of school	13.99	16.08	18.87
Plus 3 years out of school	16.08	18.87	21.52
Plus 4 years out of school	18.87	21.52	21.52
Plus 5 or more years out of school	21.52	21.52	21.52

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	10.95	12.07
Part time trainee receiving an additional 25% loading and not taking paid annual leave, paid personal/carer's leave and paid absence on public holidays	13.69	15.09

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	$21.54	$818.50	$26.93
	(ii) having more than six months' experience	6	$22.70	$862.50	$28.38
Assembler	(i) accessories	3	$20.82	$791.30	$26.03
	(ii) body shop	3	$20.82	$791.30	$26.03
Automotive Electrician		6	$22.70	$862.50	$28.38
Automotive Engine Reconditioner		6	$22.70	$862.50	$28.38
Automotive Parts Interpreter		6	$22.70	$862.50	$28.38
Automotive Parts Salesperson	(i) has three or more years adult experience	5	$22.07	$838.70	$27.59
	(ii) less than three years adult experience	4	$21.54	$818.50	$26.93
Automotive Servicer or Checker		5	$22.07	$838.70	$27.59
Battery Repairer		2	$20.06	$762.10	$25.08
Body Maker	(i) 1st Class	6	$22.70	$862.50	$28.38
	(ii) 2nd Class	4	$21.54	$818.50	$26.93
Brake Mechanic		6	$22.70	$862.50	$28.38
Brake Servicer	(i) first six months	2	$20.06	$762.10	$25.08
	(ii) after six months	4	$21.54	$818.50	$26.93
Car Cleaner and/or Washer		1	$19.49	$740.80	$24.36
Car Polisher	by hand	1	$19.49	$740.80	$24.36
Console Operator		4	$21.54	$818.50	–
Detailer	(i) as defined (i.e. polishing and/or cutting etc.)	3	$20.82	$791.30	$26.03
	(ii) other (i.e. car cleaner/detailer)	1	$19.49	$740.80	$24.36
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 3 tonnes	2	$20.06	$762.10	$25.08
	(ii) vehicles with makers' capacity over 3 tonnes	4	$21.54	$818.50	$26.93
Driveway Attendant		1	$19.49	$740.80	–
Electroplater	1st Class	6	$22.70	$862.50	$28.38
Exhaust Repairers	(i) first six months	2	$20.06	$762.10	$25.08
	(ii) after six months	4	$21.54	$818.50	$26.93
Fitter and/or Turner		6	$22.70	$862.50	$28.38
Grinder and/or Buffer Metal	using portable machine	2	$20.06	$762.10	$25.08
Instrument Mechanic	automotive	6	$22.70	$862.50	$28.38
Lubritorium Attendant		2	$20.06	$762.10	$25.08
Machinist (metal)	(i) 1st Class	6	$22.70	$862.50	$28.38
	(ii) 2nd Class	3	$20.82	$791.30	$26.03
Motorcycle or Motor Scooter Mechanic		6	$22.70	$862.50	$28.38
Motorcycle Assembler		4	$21.54	$818.50	$26.93
Motor Mechanic – Level I		6	$22.70	$862.50	$28.38
Motor Mechanic/Post Trade Level II- must hold a Certificate IV automotive qualification from the National Automotive, Retail, Service & Repair Training Package (AUR16)		7	$24.83	$943.60	$31.04

Tool Allowance for Tradesperson (where applicable) per week	$11.84
Tool allowance is paid if the employer requires the employees to provide and maintain their own hand tools.	

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	$21.54	$818.50	$26.93
	(ii) more than six months' experience		6	$22.70	$862.50	$28.38
Office Cleaner			1	$19.49	$740.80	$24.36
Operator	(i) on warming mill		2	$20.06	$762.10	$25.08
	(ii) detreading, buffing, gouging, etc.		2	$20.06	$762.10	$25.08
	(iii) in charge of extruder		3	$20.82	$791.30	$26.03
	(iv) mainly engaged examining tyres prior to repairing, retreading, recapping, or relugging		3	$20.82	$791.30	$26.03
	(v) repairing and/ or building up and/or retreading and/or recapping used	(i) aeroplane tyres for re-use on aeroplanes	3	$20.82	$791.30	$26.03
		(ii) tyres other than as above referred to	3	$20.82	$791.30	$26.03
	(vi) relugging earth mover and/or grader and/or tractor tyres by hand		3	$20.82	$791.30	$26.03
	(vii) molding or curing retreaded, rebuilt, recapped or relugged tyres in:	(i) unit heaters	3	$20.82	$791.30	$26.03
		(ii) autoclaves	3	$20.82	$791.30	$26.03
Painter	(i) tradesperson		6	$22.70	$862.50	$28.38
	(ii) brush and/or spray on mechanical chassis components		3	$20.82	$791.30	$26.03
Paint Shop Assistant			3	$20.82	$791.30	$26.03
Panel Beater			6	$22.70	$862.50	$28.38
Parking Attendant			1	$19.49	$740.80	$24.36
Parts Interpreter	(automotive)		6	$22.70	$862.50	$28.38
Polisher or Cutter	using buff or wet and dry rubber		3	$20.82	$791.30	$26.03
Process Worker			1	$19.49	$740.80	$24.36
Radiator Repairer	(i) 1st Class		5	$22.07	$838.70	$27.59
	(ii) other Classes		4	$21.54	$818.50	$26.93
Roadhouse Attendant	(i) when to cooking take-away meals only		2	$20.06	$762.10	–
	(ii) engaged primarily to cook other than take away foods		4	$21.54	$818.50	–
Salesperson (motor vehicle)	(i) more than six months' experience		6	$22.70	$862.50	$28.38
	(ii) less than six months' experience		4	$21.54	$818.50	$26.93
Salesperson (other)	– aftermarket – finance and insurance		4	$21.54	$818.50	$26.93
Service Advisor	trade qualified		6	$22.70	$862.50	$28.38
Service Receptionist	not being a tradesperson		3	$20.82	$791.30	$26.03
Signwriter			6	$22.70	$862.50	$28.38

Tool Allowance for Tradesperson (where applicable) per week	$11.84
Tool allowance is paid if the employer requires the employees to provide and maintain their own hand tools.	

Adult Wage Rates – RS&R employees

			Level	Hourly rate	Weekly rate	Casual hourly rate
Spray Painter	tradesperson		6	$22.70	$862.50	$28.38
Spring Service Worker			2	$20.06	$762.10	$25.08
Steam Cleaner and/or Proof Coater			3	$20.82	$791.30	$26.03
Storeperson	(i) first 12 months' experience		3	$20.82	$791.30	$26.03
	(ii) more than 12 months experience		4	$21.54	$818.50	$26.93
Storeperson and Packer			4	$21.54	$818.50	$26.93
Tradesperson's Assistant	(i) Level 1		1	$19.49	$740.80	$24.36
	(ii) Level 2		2	$20.06	$762.10	$25.08
Trimmer			6	$22.70	$862.50	$28.38
Tyre Fitter			2	$20.06	$762.10	$25.08
Welder			6	$22.70	$862.50	$28.38
Wheel Aligner	(i) tradesperson		6	$22.70	$862.50	$28.38
	(ii) not being a tradesperson	(i) having up to six months' experience	3	$20.82	$791.30	$26.03
		(ii) after six months	4	$21.54	$818.50	$26.93
Wheel Builder and/or Repairer	(i) tradesperson		6	$22.70	$862.50	$28.38
	(ii) not being a tradesperson	(i) first 6 months' experience	3	$20.82	$791.30	$26.03
		(ii) after six months	4	$21.54	$818.50	$26.93
Windscreen Fitter and/or Repairer			4	$21.54	$818.50	$26.93
Workshop Cleaner			1	$19.49	$740.80	$24.36
Wrecker	automotive		3	$20.82	$791.30	$26.03

Clause 19.2 Leading Hands Allowance	
In charge of not less than 3 & not more than 10 employees	$37.43 per week
In charge of more than 10 & not more than 20 employees	$56.41 per week
In charge of more than 20 employees	$71.67 per week

Tool Allowance for Tradesperson (where applicable) per week	$11.84
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

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 6.00 am and 6.00 pm	25
Monday to Friday between 6.00 pm and 6.00 am	50
Saturdays at any time	75
Sundays at any time	125
Public holidays at any time	175
Overtime (in excess of 12 hours per day or 38 hours per week):	
The first three hours	75
Thereafter	125

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 8 tonnes				
Adult			$21.54	$818.40
Junior	(i) Under 19 years of age	70%		
	(ii) 19 years and under 20 years of age	80%		
	(iii) 20 years of age and over	Adult Rate		
	For each additional complete tonne over 8 tonnes an extra $1.64/ week			
Motor Vehicle Drawing	Empty trailer		$2.12/ day extra	
	Loaded trailer		$3.84/ day extra	
	Employee Driving Articulated Vehicle having a capacity up to and including 10 tonnes		$22.36	$849.80
	For each additional complete tonne over 10 tonnes an extra $1.55 per week			
Driver of Tow Truck				
Adult	(i) Class 1, 2 and 3		$21.54	$818.40
	(ii) Class 4		$22.70	$862.50
Junior	Under 19 years of age	70%		
	19 years and under 20 years of age	80%		
	20 years of age and over	Adult Rate		
	A loading of $21.74 per week which is not subject to overtime, shift premiums, etc. applied regardless of class of tow truck or hours worked.			
Driver - Forklift			$21.54	$818.40
Driver of Mobile Crane			$21.54	$818.40
	Where two or more cranes or fork lifts are engaged on any one lift, an additional amount at the rate of $2.50 per day for each day so provided.			

Allowances 1 July 2019

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 2019 by Fair Work Commission

Clause 19.2	Leading Hands Allowance	
	In charge of not less than 3 & not more than 10 employees	$37.43 per week
	In charge of more than 10 & not more than 20 employees	$56.41 per week
	In charge of more than 20 employees	$71.67 per week
Clause 19.4	Tool Allowance – Tradespersons and Apprentices required by the employer to provide their own hand tools must be paid the following weekly allowance.	
	Tradesperson	$11.84 per week
	Apprentices: 1st year	$5.03 per week
	2nd year	$6.48 per week
	3rd year	$8.94 per week
	4th year	$10.38 per week
Clause 19.5	Overtime Meal Allowance	
	(I) 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:	$14.34 per meal
Clause 19.6	Casual use of a motor vehicle	$0.78 per km
Clause 19.8	Accommodation and Meals	$14.34 per meal
Clause 19.9	First-Aid Qualifications	$17.25 per week
Clause 19.11	Confined Spaces	$0.84 per hour
Clause 19.12	Dirty Work	$0.65 per hour
	Minimum payment per shift	$2.54 per shift
Clause 19.13	Hot Places	
	Between 46 & 54 degrees celsius	$0.65 per hour
	Over 54 degrees celsius	$0.84 per hour
Clause 19.14	Wet Places	$0.58 per hour
Clause 19.15	Glass Or Slag Wool	$0.84 per hour
Clause 19.16	Handling Garbage	$0.65 per hour
Clause 19.17	Livestock Transport	$0.65 per hour
Clause 19.18	Slicking with carbon black	$0.97 per day
Clause 19.20	Large tyre fitting - offsite	$0.96 per day

Clause 19.10	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	$1.75
	Over $20 but not exceeding $200	$3.19
	Over $200 but not exceeding $600	$6.05
	Over $600 but not exceeding $1000	$7.67
	Over $1000	$10.85

Special Provisions for Motor Vehicle Salespersons

Clause 44.5	Work on Sunday		
	A vehicle salesperson/Finance & Insurance/After Market/Motor cycle 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		$172.50
	(b) if half a day or less is worked		$86.25
Clause 44.7	Vehicle Salespersons meal allowance		$17.01 per meal
Clause 44.8	Vehicle Salespersons required to use their own vehicle in the course of employment:		
	Overhead cost allowance	Under 20 h.p.	$173.51 per week
		Over 20 h.p.	$192.81 per week
	plus an additional amount	Under 20 h.p.	$0.20 per km
		Over 20 h.p.	$0.23 per km
	Casual use of a motor vehicle in the course of employment		$0.78 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 Industrial Relations on 03 9829 1123.

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