

The Vehicle Manufacturing, Repair, Services and Retail Award 2010 (manufacturing employees)
Effective from the first full pay period on or after 1 July 2017

45.5 - Wage Rates – Section 2

| Level | Classification | 38 Hour Weekly Rate | Hourly Rate |
|-------------------------------|---|---------------------|-------------|
| Vehicle Industry - Production | | \$ | \$ |
| V1 | Assembler, cushion and squab including spring frame | 694.90 | 18.29 |
| | Degreaser at liquid or vapour bath | | |
| | Dipper, solder or tin | | |
| | Electroplater - 3rd class | | |
| | Garage Attendant | | |
| | Greaser and/or oiler | | |
| | Grinder using fixed gear | | |
| | Heat treater attendant - first 3 months | | |
| | Machinist (metal) - 3rd class | | |
| | Janitor and/or convenience attendant | | |
| | Packer other than as defined | | |
| | Paint shop assistant | | |
| | Paster-trim | | |
| | Pickler | | |
| | Plastics developer - 2nd class - first month's experience | | |
| | Pleat stuffer | | |
| | Press operator's assistant | | |
| | Shot and/or sand blast operator | | |
| | Spring coil machinist not required to set up machine | | |
| | Washer using phenyl, petrol, kerosene | | |
| | | | |
| V2 | Assembler when not on the line | 714.90 | 18.81 |
| | Case maker and/or repairer | | |
| | Concrete worker | | |
| | Furnace person - other than on cupola | | |
| | Grinder using portable machine - foundry | | |
| | Packer (as defined) | | |
| | Press operator light | | |
| | Process worker | | |
| | Sewing machinist | | |
| | Spring coiling machinist required to set up machine | | |
| | Spring maker, required to set up machine | | |
| | Wood machinist - 2nd class | | |
| | Dogman | | |
| | Guillotine machinist | | |
| | Vyceman | | |
| | Welder, electric spot and buff | | |
| | Trade person's assistant | | |

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|-------|---|---------------------|-------------|
| V3 | Assembler and/or wirer, tractor and assembler | 742.30 | 19.53 |
| | Air Hammer Operator | | |
| | Boiler Attendant or Fireman | | |
| | Band Sawyer | | |
| | Cold Setter | | |
| | Dismantler | | |
| | Driller of body panels | | |
| | Electric machine cutter (trim) | | |
| | Electroplater - 2nd class | | |
| | Furnace person foundry | | |
| | Heater treater attendant | | |
| | Grinder other than in assembly plant | | |
| | Machinist - 2nd class | | |
| | Machinist setter, other | | |
| | Material chaser | | |
| | Moulder | | |
| | Painter's wet rubber | | |
| | Painter on prime coats other than in assembly plant | | |
| | Plastics developer - 2nd class | | |
| | Polisher | | |
| | Press operator over 250 tonnes | | |
| | Slinger | | |
| | Spring maker - by hand | | |
| | Solder other | | |
| | Store worker or packer | | |
| | Stopper Up | | |
| | | | |
| V4 | Annealer and/or case hardener | 767.80 | 20.21 |
| | Assembler and/or wire chassis | | |
| | Assembler of bodies or parts when on line | | |
| | Body maker - 2nd class | | |
| | Boiler attendant | | |
| | Crane driver | | |
| | Dent Kocker | | |
| | Die setter, press | | |
| | Grinder using a portable machine - assembly plant | | |
| | High stack operator | | |
| | Metal Finisher | | |
| | Painter on prime coats, vehicle assembly plants | | |
| | Rigger | | |
| | Solderer on the line torch | | |
| | Spotter and/or touch-up | | |
| | Squab or cushion maker | | |
| | Trimmer, sectional | | |
| | Welder -other than trade using oxy etc. | | |
| | Forklift driver, mobile crane driver and motor vehicle up to 8 tonnes | | |

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|---------------------------------------|--|---------------------|-------------|
| Vehicle Industry Tradespersons | | \$ | \$ |
| V5 | Auto Electrician | 809.10 | 21.29 |
| | Body Maker - 1st class | | |
| | Boilermaker | | |
| | Cabinet maker | | |
| | Carpenter | | |
| | Die setter, when working on try outs | | |
| | Electrician fitter | | |
| | Electrician special class | | |
| | Electroplater - 1st class | | |
| | Fitter and turner | | |
| | Heat treater | | |
| | Jig maker | | |
| | Machinist - 1st class | | |
| | Motor mechanic | | |
| | Motor body developer | | |
| | Painter | | |
| | Pattern maker | | |
| | Plastics developer - 1st class | | |
| | Plumber | | |
| | Refrigerator mechanic | | |
| | Sign writer | | |
| | Smith, tradesperson | | |
| | Spring fitter | | |
| | Tooling Smith | | |
| | Tradesman marker-off | | |
| | Trouble chaser | | |
| | Trimmer | | |
| | Welder | | |
| | Wood machinist - 1st class | | |
| Vehicle Industry Technician | | | |
| V6 | Vehicle Industry Tradesperson – Level II | 834.40 | 21.96 |
| V7 | Vehicle Industry Tradesperson – Level III | 859.80 | 22.63 |
| V8 | Vehicle Industry Tradesperson -- Special Class | 885.10 | 23.29 |
| Other Classifications | | | |
| V9 | Vehicle Industry Tradesperson Level V/Vehicle Industry Technician Level IV | 927.50 | 24.41 |
| V10 | Vehicle Industry Tradesperson Level VI/Vehicle Industry Technician Level V | 946.60 | 24.91 |
| V11 | Vehicle Industry Engineering Associate Level I | 971.90 | 25.58 |
| V12 | Vehicle Industry Engineering Associate Level II | 1,022.80 | 26.92 |
| V13 | Vehicle Industry Leading Technical Officer/Principal Engineering Trainer/Supervisor/Co-coordinator | 1,048.30 | 27.59 |
| V14 | Vehicle Industry Principal Technical Officer | 1,094.10 | 28.79 |

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| Driver whose work is not confined to paint area - maker's capacity of: | | | |
|--|---|--------|-------|
| D1 | Over 8 tonnes but under 11 tonnes | 778.10 | 20.48 |
| D2 | Over 11 tonnes | 787.50 | 20.72 |
| D3 | Driver of articulated vehicle up to 25 tonnes | 797.00 | 20.97 |
| D4 | Driver of articulated vehicle over 25 tonnes | 808.20 | 21.27 |

Tool Allowance where applicable

| Tradesman | | 15.65 |
|---------------------|-------|-------|
| 1st Year Apprentice | (42%) | 6.48 |
| 2nd Year Apprentice | (55%) | 8.38 |
| 3rd Year Apprentice | (75%) | 11.51 |
| 4th Year Apprentice | (88%) | 13.52 |

Apprentices

| Standard Apprentice Rates: (apprentices under 21 years of age who commenced after 1/1/2014.) | Weekly rate 1/7/2017 (Not completed Year 12) \$ | Weekly rate 1/7/2017 (Completed Year 12) \$ |
|--|--|--|
| 1st Year | 404.55 | 445.01 |
| 2nd Year | 485.46 | 525.92 |
| 3rd Year | 606.83 | 606.83 |
| 4th Year | 712.01 | 712.01 |

| Adult Apprentice Rates (i.e. 21 years and over at commencement of apprenticeship) | Weekly rate 1/7/2017 \$ | Tool allowance \$ |
|--|-------------------------------|----------------------|
| 1st Year | 647.28 | 6.48 |
| 2nd Year | 694.90 | 8.38 |
| 3rd Year | 714.90 | 11.51 |
| 4th Year | 742.30 | 13.52 |

Juniors

| % Of Rate for V1 \$694.90 | Years of age | 38hr Weekly rate \$ | Hourly rate \$ |
|---------------------------------|-----------------------|------------------------|-------------------|
| 35 | Under 16 years of age | 243.22 | 6.40 |
| 45 | 16 years of age | 312.71 | 8.23 |
| 55 | 17 years of age | 382.20 | 10.06 |
| 65 | 18 years of age | 451.69 | 11.89 |
| 78.5 | 19 years of age | 545.50 | 14.36 |
| 95 | 20 years of age | 660.16 | 17.37 |

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Full Time Traineeship Rates

School based apprentices are paid a minimum rate of \$13.31 per hour for apprentices who commenced after 1 January 2014. 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 | | | |
|-------------------------------------|---------------------------|---------------------------|---------------------------|
| Experience | Year 10 per week \$ | Year 11 per week \$ | Year 12 per week \$ |
| School leaver | 312.20 | 343.80 | 398.50 |
| Plus 1 year out of school | 343.80 | 398.50 | 458.40 |
| Plus 2 years out of school | 398.50 | 458.40 | 537.60 |
| Plus 3 years out of school | 458.40 | 537.60 | 613.20 |
| Plus 4 years out of school | 537.60 | 613.20 | 613.20 |
| Plus 5 or more years out of school | 613.20 | 613.20 | 613.20 |

Part Time Traineeship Rates

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

| Highest year of schooling completed | | | |
|-------------------------------------|---------------------------|---------------------------|---------------------------|
| Experience | Year 10 per hour \$ | Year 11 per hour \$ | Year 12 per hour \$ |
| School leaver | 10.27 | 11.32 | 13.12 |
| Plus 1 year out of school | 11.32 | 13.12 | 15.08 |
| Plus 2 years out of school | 13.12 | 15.08 | 17.70 |
| Plus 3 years out of school | 15.08 | 17.70 | 20.18 |
| Plus 4 years out of school | 17.70 | 20.18 | 20.18 |
| Plus 5 or more years out of school | 20.18 | 20.18 | 20.18 |

School Based Traineeships

| Year of schooling | | |
|--------------------|------------------------------------|---------------------------|
| Employment type | Year 11 or lower per hour \$ | Year 12 per hour \$ |
| Part time | 10.27 | 11.32 |
| Casual rates (25%) | 12.84 | 14.15 |

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Allowances 1 July 2017

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 2017 by Fair Work Commission

| | | |
|--------------|--|------------------|
| Clause 19.2 | Leading Hands Allowance | |
| | In charge of not less than 3 & not more than 10 employees | \$35.11 per week |
| | In charge of more than 10 & not more than 20 employees | \$52.92 per week |
| | In charge of more than 20 employees | \$67.24 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 |
| 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: | \$13.62 per meal |
| Clause 19.6 | Casual use of a motor vehicle | \$0.78 per km |
| Clause 19.8 | Accommodation and Meals | \$13.62 per meal |
| Clause 19.9 | First-Aid Qualifications | \$16.18 per week |
| Clause 19.11 | Confined Spaces | \$0.79 per hour |
| Clause 19.12 | Dirty Work | \$0.61 per hour |
| | Minimum payment per shift | \$2.38 per shift |
| Clause 19.13 | Hot Places | |
| | Between 46 & 54 degrees celsius | \$0.61 per hour |
| | Over 54 degrees celsius | \$0.79 per hour |
| Clause 19.14 | Wet Places | \$0.55 per hour |
| Clause 19.15 | Glass Or Slag Wool | \$0.79 per hour |
| Clause 19.16 | Handling Garbage | \$0.61 per hour |
| Clause 19.17 | Livestock Transport | \$0.61 per hour |

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 & night shifts |
| If working on alternating day and afternoon shifts | 12.5 for the afternoon shift |