



# COMMERCIAL SALES AWARD (2020)

## 2023/24 WAGE GUIDE



### IMPORTANT TO NOTE:

The wage rates listed in this guide are effective from the first full pay period commencing on or after 1 July 2023. Use this wage guide only if you are a NATIONAL SYSTEM EMPLOYER which includes ALL businesses in Australia, except those that are UNINCORPORATED in Western Australia.

**Employers have a legal obligation to ensure that employees are not paid below these minimum rates of pay and allowances.**

The monetary obligations imposed on employers by this award may be absorbed into over award payments.

Click this link to view the full version of the: [Commercial Sales Award 2020 \[MA000083\]](#).

| ADULT Classification             | Minimum Weekly Rate | Ordinary hourly equivalent | Casual ordinary hourly equivalent (includes 25% loading) |
|----------------------------------|---------------------|----------------------------|--|
| Probationary traveler            | \$898.47            | \$23.64                    | \$29.55  |
| Merchandiser                     | \$928.20            | \$24.43                    | \$30.54  |
| Commercial traveler              | \$998.30            | \$26.27                    | \$32.84  |
| Advertising sales representative | \$998.30            | \$26.27                    | \$32.84  |

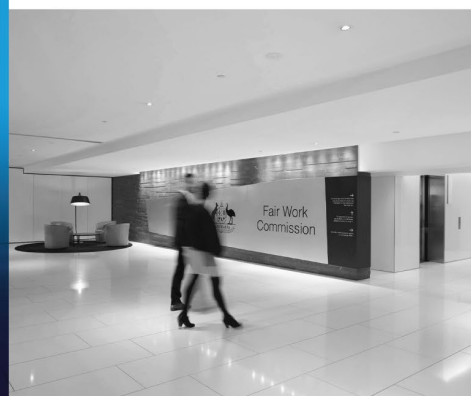
| Allowances  | Amount/Rate  |
|---|--|
| Accommodation reimbursement   | Reimbursement for the cost of 3-star accommodation   |
| Change of address reimbursement - not casuals   | Reimbursement for the cost of relocating personal and household items and immediate dependent family |
| Entertainment expenses reimbursement  | Reimbursement for the cost of approved entertainment expenses  |
| Laundry reimbursement - more than a weekend away from usual place of residence            | Reimbursement for the cost of laundry expenses   |
| Living away from home allowance - more than two nights away from usual place of residence | \$81.59 per week   |





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|---|--|
| <b>Meals reimbursement - overnight stay away from usual place of residence</b>                  | Reimbursement for the cost of meals, including morning and afternoon tea   |
| <b>Parking fees reimbursement</b>   | Reimbursement for the cost of necessary parking fees                       |
| <b>Rail and airline fares reimbursement</b>   | Reimbursement for the cost of the tickets                                  |
| <b>Telephone and internet equipment reimbursement</b>   | Reimbursement for the cost of purchase, installation, and rental           |
| <b>Telephone usage reimbursement</b>  | Reimbursement for the cost of business calls                               |
| <b>Training reimbursement</b>   | Reimbursement for the cost of fees and expenses                            |
| <b>Transport due to injury or illness reimbursement</b>   | Reimbursement for the cost of transport                                    |
| <b>Vehicle allowance – motor car</b>  | \$0.95 per km  |
| <b>Vehicle allowance – motor cycle</b>  | \$0.32 per km  |
| <b>Vehicle alteration or modification reimbursement</b>   | Reimbursement for the cost of alterations or modifications                 |
| <b>Vehicle garaging reimbursement - more than two nights away from usual place of residence</b> | Reimbursement for the cost of vehicle garaging while living away from home |
| <b>Weekend away from home allowance</b>   | \$64.80 per weekend  |

**For more information or assistance, please contact the friendly team at the VMA HR Advisory Service on 1800 835 167 or email [hrhotline@visualmediaassociation.org.au](mailto:hrhotline@visualmediaassociation.org.au).**

Last modified: 30 June 2023.

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