



# ROAD TRANSPORT AND DISTRIBUTION 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.

**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: [Road Transport and Distribution Award \[MA000038\]](#).

ADULT Classification	Minimum Weekly Rate	Ordinary Hourly Equivalent	Casual ordinary hourly equivalent (includes 25% loading)
Transport worker grade 1	\$907.70	\$23.89	\$29.86
Transport worker grade 2	\$929.40	\$24.46	\$30.58
Transport worker grade 3	\$940.20	\$24.74	\$30.93
Transport worker grade 4	\$956.80	\$25.18	\$31.48
Transport worker grade 5	\$968.70	\$25.49	\$31.86
Transport worker grade 6	\$979.70	\$25.78	\$32.23
Transport worker grade 7	\$993.90	\$26.16	\$32.70
Transport worker grade 8	\$1,022.80	\$26.92	\$33.65
Transport worker grade 9	\$1,039.90	\$27.37	\$34.21
Transport worker grade 10	\$1,065.70	\$28.04	\$35.05





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Allowances	Amount/Rate
<b>Meal Allowance</b>	\$18.59 per meal
<b>First Aid Allowance</b>	\$0.40 per hour up to a maximum of \$15.04 per week
<b>Vehicle allowance - with a side lifter crane</b>	\$4.32 per day
<b>Vehicle allowance - with a truck loading crane</b>	\$4.32 per day
<b>Protective clothing and equipment</b>	If required and not supplied – reimbursement of costs
<b>Uniform, overalls, protective equipment, or special clothing</b>	If required – reimbursement of costs
<b>Working overtime - transport reimbursement -reasonable means of transport unavailable</b>	Reimbursement for the cost of getting transport home or the appropriate overtime rate for time reasonably spent getting home

**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).**

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