

# VEHICLE MANUFACTURING, REPAIR, SERVICES AND RETAIL AWARD 2010

Rates effective from the first full pay period commencing on or after **1 July 2018**.

## NOTE - FOR MANUFACTURING EMPLOYEES ONLY

View complete modern award at [Vehicle Manufacturing Repair Services and Retail Award 2010](#)

### Pay Scale Summary

The following Pay Scale Summary provides an outline of various entitlements (including rates of pay, overtime, penalty rates, loadings and allowances) that apply to **Manufacturing Employees** covered under the *Vehicle Manufacturing, Repair, Services and Retail Award 2010*.

Please **do not** use this pay scale summary for repair, services and retail employees. Instead, please refer to the Pay Scale Summary for repair, services and retail employees.

This Summary is not intended to be comprehensive and should be read alongside the modern award for completeness.

### Superannuation

The minimum Superannuation Guarantee (SG) contribution is **9.5%** for 2018/19 period.

### Disclaimer

This Summary is provided for your information only. It does not constitute and should not be relied upon as legal advice. You must seek specific advice tailored to your circumstances.

While we have made every attempt to ensure that the information contained in this Summary is accurate, we are not responsible for any errors, omissions or for results obtained from using this information. If there are any inconsistencies between this Summary and the modern award, the provisions of the modern award prevail.

If you require legal advice or have any questions about this Summary, please contact **Employer Assist**.

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## MINIMUM WAGES FOR MANUFACTURING EMPLOYEES

Classification	Weekly Wage \$	Hourly Rate \$
<b>Vehicle Industry / Production Employee</b>		
Level 1 (V1)	\$719.20	\$18.93
Level 2 (V2)	\$739.90	\$19.47
Level 3 (V3)	\$768.30	\$20.22
Level 4 (V4)	\$794.70	\$20.91
<b>Vehicle Industry Tradesperson</b>		
Level I (V5)	\$837.40	\$22.04
Level II (V6)	\$863.60	\$22.73
Level III (V7)	\$889.90	\$23.42
Level IV (V8)	\$916.10	\$24.11
Level V (V9)	\$960.00	\$25.26
Level VI (V10)	\$979.70	\$25.78
<b>Vehicle Industry Engineering Associate</b>		
Level I (V11)	\$1,005.90	\$26.47
Level II (V12)	\$1,058.60	\$27.86
<b>Vehicle Industry Technical</b>		
Vehicle Industry leading technical officer & Principle engineering trainer/ supervisor/ coordinator (V13)	\$1,085.00	\$28.55
Vehicle industry principal technical officer (V14)	\$1,132.40	\$29.80
<b>Vehicle Industry Driver</b>		
Level I (D1)	\$805.30	\$21.19
Level II (D2)	\$815.10	\$21.45
Level III (D3)	\$824.90	\$21.71
Level IV (D4)	\$836.50	\$22.01

## OVERTIME, WEEKEND AND PUBLIC HOLIDAY RATES

See **Schedule A** for calculations.

Time Worked	% Rate
<i>Calculate Overtime, Weekend and Public Holiday rates by multiplying the hourly rate by the % Rate</i>	
<b>Overtime - Monday to Saturday</b>	
First 3 hours	150%
Thereafter	200%
<b>Sunday</b>	200%
<b>Public Holiday</b>	250%

All work performed in excess of 38 hours on average per week or outside 6am and 6pm - Monday to Friday and 7am and 12noon on Saturday must be paid at overtime rates. The spread of hours may be altered by up to 1 hour at either end by agreement.

## CASUAL LOADINGS AND OVERTIME RATES

See **Schedule A** for calculations.

Casual Loading	% Rate
<i>The below % Rates include the base rate (100%) + loading (25%). Calculate casual rate by multiplying the <b>base hourly rate</b> (not the casual hourly rate) by the % Rate.</i>	
<b>Monday - Friday between 6am - 6pm and Saturday 7am - 12pm</b>	125%
Overtime Rates	% Rate
<i>Calculate the overtime rates by multiplying the <b>casual hourly rate</b> (not the base hourly rate) x the % Rate.</i>	
<b>Overtime Monday – Saturday</b>	
First 3 hours (time and a half of casual rate)	150%
Thereafter (double time of casual rate)	200%
<b>Overtime – Sunday</b> (double time of casual rate)	200%
<b>Overtime – Public Holiday</b> (double time and a half of casual rate)	250%

## UN-APPRENTICED JUNIOR RATES

Un-Apprenticed Junior Rates		
Age	Based on Level 1 (V1)	
	Weekly \$	Hourly \$
Under 16 years – 35.0%	\$251.72	\$6.62
16 years – 45.0%	\$323.64	\$8.52
17 years – 55.0%	\$395.56	\$10.41
18 years – 65.0%	\$467.48	\$12.30
19 years – 78.5%	\$564.57	\$14.86
20 years – 95.0%	\$683.24	\$17.98

## APPRENTICES

Minimum wage rates for apprentices commencing or continuing an apprenticeship **prior** to 1 January 2014 (based on a percentage of Level V5):

Junior Apprentice (Under 21 years)			
Year of Apprenticeship	Weekly \$	Hourly \$	Tool Allowance \$ per week
Stage 1 or first year - 42%	\$351.71	\$9.26	\$6.48
Stage 2 or second year – 55%	\$460.57	\$12.12	\$8.38
Stage 3 or third year – 75%	\$628.05	\$16.53	\$11.51
Stage 4 or fourth year – 88%	\$736.91	\$19.39	\$13.52
Adult Apprentice (21 years or over)			
Year of Apprenticeship	Weekly \$	Hourly \$	Tool Allowance \$ per week
1st year	\$634.70	\$16.70	\$6.48
2nd year	\$719.20	\$18.93	\$8.38
3rd year	\$739.90	\$19.47	\$11.51
4th year	\$768.30	\$20.22	\$13.52

Minimum wage rate for apprentices commencing an apprenticeship after 1 January 2014 (based on a percentage of Level V5):

<b>Junior Apprentice (Under 21 years of age) has not completed year 12</b>			
<b>Year of Apprenticeship</b>	<b>Weekly \$</b>	<b>Hourly \$</b>	<b>Tool Allowance \$ per week</b>
Stage 1 or first year – 50%	\$418.70	\$11.02	\$6.48
Stage 2 or second year – 60%	\$502.44	\$13.22	\$8.38
Stage 3 or third year – 75%	\$628.05	\$16.53	\$11.51
Stage 4 or fourth year – 88%	\$736.91	\$19.39	\$13.52
<b>Junior Apprentice (Under 21 years of age) has completed year 12</b>			
<b>Year of Apprenticeship</b>	<b>Weekly \$</b>	<b>Hourly \$</b>	<b>Tool Allowance \$ per week</b>
Stage 1 or first year – 55%	\$460.57	\$12.12	\$6.48
Stage 2 or second year – 65%	\$544.31	\$14.32	\$8.38
Stage 3 or third year – 75%	\$628.05	\$16.53	\$11.51
Stage 4 or fourth year – 88%	\$736.91	\$19.39	\$13.52
<b>Adult Apprentice (21 years or over)</b>			
<b>Year of Apprenticeship</b>	<b>Weekly \$</b>	<b>Hourly \$</b>	<b>Tool Allowance \$ per week</b>
1st year	\$669.92	\$17.63	\$6.48
2nd year	\$719.20	\$18.93	\$8.38
3rd year	\$739.90	\$19.47	\$11.51
4th year	\$768.30	\$20.22	\$13.52

## ALLOWANCES

Name and Clause	Description	Amount
<b>Leading Hands (19.2)</b>	A <b>weekly</b> allowance shall be paid where a Leading Hand is in charge of:  Between 3 and 10 employees Between 10 and 20 employees More than 20 employees	  \$36.34 \$54.77 \$69.59
<b>Tool Allowance - Tradesperson (19.4(b))</b>	A vehicle industry tradesperson required by an employer to provide their own hand tools will be paid a <b>weekly</b> allowance for supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson. See above for apprentice rates.	\$15.31
<b>Meal Allowance (19.5)</b>	An employee required to work overtime for more than one and a half hours without being notified on the previous day or earlier of the requirement to work overtime will either be supplied with a meal by the employer or paid an allowance <b>for the first meal, and for each subsequent meal</b> . Such payment need not be made to an employee living in the same locality as the workplace and who can reasonably return home for meals.	\$13.90
<b>Travelling Allowance (19.6(b)(iv))</b>	If required by an employer to use their own motor vehicle on the employer's business will be paid an allowance.	\$0.78/km
<b>First Aid Qualifications (19.9)</b>	An employee holding first aid qualifications and appointed by the employer to perform first aid duty will be paid a <b>weekly</b> allowance.	\$16.75
<b>Driver Allowance (19.10)</b>	Drivers handling money will be paid a <b>weekly</b> allowance.  Up to \$20 Between \$20 and \$200 Between \$200 and \$600 Between \$600 and \$1000 Over \$1000	  \$1.69 \$3.10 \$5.87 \$7.45 \$10.53

## OTHER ALLOWANCES AND ENTITLEMENTS

It is important to review the allowance clauses in the modern award to confirm how each allowance operates and to determine whether any other allowances or entitlements apply to employees based on the work they perform. Further allowances may apply to your employees in the following circumstances:

- Damage to employee uniforms or protective clothing;
- Employees are required to travel or stay overnight for work purposes;
- Employees are required to work in confined spaces;
- Employees are required to work in hot, dirty or wet conditions;
- Employees are required to work at a height or while using lifts, cranes or forklifts; or
- Employees are required to handle insulation, garbage, or certain chemicals.

Additional/alternate entitlements may apply for drafting, planning and technical employees and supervisory employees.

## SCHEDULE A – CALCULATIONS

Manufacturing Employee Classifications	Ordinary Hours			Penalty Rates				Casual Rates				
	Wage Group Level	2018/19 Weekly Rate	2018/19 Base Hourly Rate	Overtime Mon - Sat (First 3 Hours)	Overtime Mon - Sat (> 3 Hours)	Overtime Sunday	Overtime Public Holiday	Mon - Fri 6am - 6pm/ Sat 7am - 12pm	Overtime Mon - Sat (First 3 Hours)	Overtime Mon - Sat (> 3 Hours)	Sunday	Public Holiday
				150%	200%	200%	250%	125%	Casual Rate x 150%	Casual Rate x 200%	Casual Rate x 200%	Casual Rate x 250%
<b>Vehicle Industry/Production Employee</b>												
Level 1	V1	\$719.20	\$18.93	\$28.40	\$37.86	\$37.86	\$47.33	\$23.66	\$35.49	\$47.33	\$47.33	\$59.16
Level 2	V2	\$739.90	\$19.47	\$29.21	\$38.94	\$38.94	\$48.68	\$24.34	\$36.51	\$48.68	\$48.68	\$60.84
Level 3	V3	\$768.30	\$20.22	\$30.33	\$40.44	\$40.44	\$50.55	\$25.28	\$37.91	\$50.55	\$50.55	\$63.19
Level 4	V4	\$794.70	\$20.91	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$39.21	\$52.28	\$52.28	\$65.34
<b>Vehicle Industry Tradesperson</b>												
Level I	V5	\$837.40	\$22.04	\$33.06	\$44.08	\$44.08	\$55.10	\$27.55	\$41.33	\$55.10	\$55.10	\$68.88
Level II	V6	\$863.60	\$22.73	\$34.10	\$45.46	\$45.46	\$56.83	\$28.41	\$42.62	\$56.83	\$56.83	\$71.03
Level III	V7	\$889.90	\$23.42	\$35.13	\$46.84	\$46.84	\$58.55	\$29.28	\$43.91	\$58.55	\$58.55	\$73.19
Level IV	V8	\$916.10	\$24.11	\$36.17	\$48.22	\$48.22	\$60.28	\$30.14	\$45.21	\$60.28	\$60.28	\$75.34
Level V	V9	\$960.00	\$25.26	\$37.89	\$50.52	\$50.52	\$63.15	\$31.58	\$47.36	\$63.15	\$63.15	\$78.94
Level VI	V10	\$979.70	\$25.78	\$38.67	\$51.56	\$51.56	\$64.45	\$32.23	\$48.34	\$64.45	\$64.45	\$80.56
<b>Vehicle Industry Engineering Associate</b>												
Level I	V11	\$1,005.90	\$26.47	\$39.71	\$52.94	\$52.94	\$66.18	\$33.09	\$49.63	\$66.18	\$66.18	\$82.72
Level II	V12	\$1,058.60	\$27.86	\$41.79	\$55.72	\$55.72	\$69.65	\$34.83	\$52.24	\$69.65	\$69.65	\$87.06
<b>Vehicle Industry Technical Officer</b>												
Vehicle Industry leading technical officer & Principle engineering trainer/supervisor/co-	V13	\$1,085.00	\$28.55	\$42.83	\$57.10	\$57.10	\$71.38	\$35.69	\$53.53	\$71.38	\$71.38	\$89.22
Vehicle industry principal technical officer	V14	\$1,132.40	\$29.80	\$44.70	\$59.60	\$59.60	\$74.50	\$37.25	\$55.88	\$74.50	\$74.50	\$93.13
<b>Driver Classifications</b>												
Level I	D1	\$805.30	\$21.19	\$31.79	\$42.38	\$42.38	\$52.98	\$26.49	\$39.73	\$52.98	\$52.98	\$66.22
Level II	D2	\$815.10	\$21.45	\$32.18	\$42.90	\$42.90	\$53.63	\$26.81	\$40.22	\$53.63	\$53.63	\$67.03
Level III	D3	\$824.90	\$21.71	\$32.57	\$43.42	\$43.42	\$54.28	\$27.14	\$40.71	\$54.28	\$54.28	\$67.84
Level IV	D4	\$836.50	\$22.01	\$33.02	\$44.02	\$44.02	\$55.03	\$27.51	\$41.27	\$55.03	\$55.03	\$68.78

## **SCHEDULE B - CLASSIFICATIONS**

### **ADULT CLASSIFICATIONS**

Schedule C (page 101) of the modern award contains the classification definitions for Vehicle Industry Employees, Tradespersons, Associates and Drivers (V1-V12 and D1-D4).

The Classification definitions include an explanation of the skills, responsibilities and typical duties of an employee at each classification level. The definitions also include a list of typical positions that would be classified within the classification level. It is important that each position is reviewed against these classifications to ensure each employee is being paid at the correct level.