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**PAY GUIDE**

VEHICLE REPAIR, SERVICES AND RETAIL AWARD 2020



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## ABOUT

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This pay guide (**Guide**) provides a summary and general overview of some key entitlements (including pay, overtime, penalties, loadings and allowances) that apply to employees covered under the [Vehicle Repair, Services and Retail Award 2020](#).

The Guide is effective from the first full pay period on or after **1 JULY 2021**.

Contact us for any legal advice or questions about the Guide:

**Phone:** (07) 3556 4206 | **Email:** [hvia@employerassist.com.au](mailto:hvia@employerassist.com.au)

### Disclaimer

The Guide is for general information and is not intended to be comprehensive. The Guide does not constitute and must not be relied on as legal advice or recommendation. You must seek specific advice tailored to your circumstances.

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## MINIMUM RATES FROM 1 JULY 2021

Classification	Weekly Rate \$	Hourly Rate \$
<b>RS&amp;R Employee</b>		
Level 1	\$772.60	\$20.33
Level 2	\$794.80	\$20.92
Level 3	\$825.20	\$21.72
Level 4	\$853.60	\$22.46
Level 5	\$874.70	\$23.02
Tradesperson or equiv. Level 1 (R6)	\$899.50	\$23.67
Tradesperson or equiv. Level 2 (R7)	\$984.10	\$25.90
<b>Forklift Driver</b>		
Lifting capacity up to 4500kg	\$853.50	\$22.46
Lifting capacity in excess of 4500kg	\$853.50	\$22.46
<b>Mobile Crane Driver</b>		
Lifting capacity up to 10t	\$853.50	\$22.46
Lifting capacity in excess of 10t	\$853.50	\$22.46
<b>Commercial Vehicle Driver</b>		
Makers capacity of 3t or less	\$853.50	\$22.46
Makers capacity of over 3t but under 8t	\$853.50	\$22.46
<b>Articulated Vehicle Driver</b>		
Makers capacity of up to and including 10t	\$886.30	\$23.32
<b>Tow Truck Driver</b>		
Class 1	\$853.50	\$22.46
Class 2 and 3	\$853.50	\$22.46
Class 4	\$899.50	\$23.67

## OVERTIME, WEEKEND AND PUBLIC HOLIDAY RATES

Time Worked	% Rate
<i>Calculate overtime, weekend and public holiday rates by multiplying the minimum hourly rate by the % rate</i>	
<b>Penalty Rates (Ordinary Hours)</b>	
<b>Saturday</b>	150%
<b>Sunday</b>	200%
<b>Public Holiday</b>	250%
<b>Overtime Rates</b>	
<b>Monday to Saturday</b>	
First 3 hours	150%
After 3 hours	200%
<b>Sunday</b>	200%
<b>Public Holiday</b>	250%

**Note:** For permanent employees, the maximum ordinary hours are 10 (or up to 12 when agreed to in accordance with [clause 22.5](#)) per day/shift or an average of 38 (spread over a maximum of 5 days) per week ([clause 22](#)). Overtime will be payable for hours worked in excess of the maximum. For part time employees, overtime will also be payable for hours worked outside their agreed hours or times of work. See [clause 27](#) and [28](#) for special provisions relating to driveway attendant, console operator, roadhouse attendant and vehicle sales employees. For casual employees, see below.

## CASUAL RATES

Time Worked	% Rate
<i>The below % rates include minimum rate (100%) + loading (25%; 50%; 75%; 125%; 175%). Calculate casual rates by multiplying the minimum hourly rate (not the casual hourly rate) by the % rate.</i>	
<b>Casual Loading and Penalty Rates</b>	
Monday - Friday between 6am - 6pm	125%
Monday - Friday between 6pm - 6am	150%
Saturday	175%
Sunday	225%
Public Holidays	275%
<b>Casual Overtime Rates</b>	
First 3 hours	175%
After 3 hours	225%

**Note:** Loadings are calculated on the employee's minimum rate of pay and are not cumulative. Where more than one loading applies, the higher loading will apply. For casuals (except for driveway attendant, console operator, roadhouse attendant and vehicle sales employees, see [clause 27](#) and [28](#)), the maximum ordinary hours are 10 on any day or an average of 38 per week ([clause 11.4](#)). Overtime will be payable for hours worked in excess of the maximum.

## SHIFTWORK RATES

Monday to Friday – Time Worked	% Rate
<i>The below % rates include minimum rate (100%) + shift work loading (%).</i>	
<b>Night Shift Only</b> (commence after 6.00 pm but before 4.00 am)	130%
<b>Afternoon Shift Only</b> (commence after noon but before 6.00 pm)	118%
<b>Alternating Afternoon and Night Shifts</b>	120%
<b>Alternating Day and Night Shifts</b>	112.5% for night
<b>Alternating Day, Afternoon and Night Shifts</b>	112.5% for afternoon + night
<b>Alternating Day and Afternoon Shifts</b>	112.5% for afternoon

**Note:** An employee engaged on an afternoon or night shift which does not continue for at least 5 successive working days or such shorter work cycle pursuant to [clause 22](#) will be paid at 150% of the minimum hourly rate for each such shift ([clause 25.3](#)). The above rates do not apply to work on a Saturday, Sunday or public holiday, casual employees, employees who principally perform vehicle sales related duties or casual employees who principally perform driveway attendant, console operator and roadhouse attendant duties ([clause 25](#)).

## JUNIOR RATES

### UN-APPRENTICED JUNIOR

Un-Apprenticed Junior Rates				
Age	Based on Level 1		Based on Level 4	
	Weekly \$	Hourly \$	Weekly \$	Hourly \$
16 years and under – 47.5%	\$366.99	\$9.66	\$405.46	\$10.67
17 years – 50.0%	\$386.30	\$10.17	\$426.80	\$11.23
18 years – 62.5%	\$482.88	\$12.71	\$533.50	\$14.04
19 years – 75.0%	\$579.45	\$15.25	\$640.20	\$16.85
20 years – 87.5%	\$676.03	\$17.79	\$746.90	\$19.66

**Note:** Junior rates are calculated on Level 1 or Level 4 depending on the employee's classification. See [clause 16.6](#).

## JUNIOR DRIVER

Junior Drivers of Commercial Vehicles/Tow Trucks	
Age	% of Relevant Minimum Rate
Under 19 years	70%
19 years	80%
20 years and over	100%

Note: In accordance with [clause 16.7](#), junior driver rates do not apply to drivers classified under [clause 16.6](#) (un-apprenticed junior) which includes courtesy vehicle, fork-lift and crane drivers.

## APPRENTICE RATES

### JUNIOR APPRENTICE

Junior Apprentice (under 21 years of age) has not completed year 12			
Level	Weekly \$	Hourly \$	Tool \$
Stage 1 or first year – 50% of Level R6	\$449.75	\$11.84	\$5.28
Stage 2 or second year – 60% of Level R6	\$539.70	\$14.20	\$6.81
Stage 3 or third year – 75% of Level R6	\$674.63	\$17.75	\$9.39
Stage 4 or fourth year – 88% of Level R6	\$791.56	\$20.83	\$10.90
Junior Apprentice (under 21 years of age) has completed year 12			
Level	Weekly \$	Hourly \$	Tool \$
Stage 1 or first year – 55% of Level R6	\$494.73	\$13.02	\$5.28
Stage 2 or second year – 65% of Level R6	\$584.68	\$15.39	\$6.81
Stage 3 or third year – 75% of Level R6	\$674.63	\$17.75	\$9.39
Stage 4 or fourth year – 88% of Level R6	\$791.56	\$20.83	\$10.90

### ADULT APPRENTICE

Adult Apprentice (over 21 years of age when commencing an apprenticeship)			
Level	Weekly \$	Hourly \$	Tool \$
Stage 1 or first year	\$719.60	\$18.94	\$5.28
Stage 2 or second year	\$772.60	\$20.33	\$6.81
Stage 3 or third year	\$794.80	\$20.92	\$9.39
Stage 4 or fourth year	\$825.20	\$21.72	\$10.90
Thereafter - Tradesperson or equiv. Level 1 (R6)	\$899.50	\$23.67	\$12.44

**Note:** For junior and adult apprentices, the weekly tool allowance is payable to apprentices required by an employer to provide their own tools ([clause 19.6](#)). A part-time employee receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work ([clause 10.2\(c\)](#)).

### SCHOOL-BASED APPRENTICE

The relevant minimum wages for full-time junior and adult apprentices provided for in award, will apply to school-based apprentices for total hours worked including time deemed to be spent in off-the-job training. Where an apprentice is a full-time school student, the time spent in off-the-job training for which the apprentice must be paid is 25% of the actual hours worked each week on-the-job. The wages paid for training time may be averaged over the semester or year. For more information on school-based apprentices – see [Schedule D](#) of the award.

# ALLOWANCES

Name	Clause	Description	Amount \$
Commercial Vehicle Driver	16.4(a)	For each additional complete tonne over 8t.	\$1.71 per week
		For drawing an empty trailer.	\$2.22 per day
		For drawing a loaded trailer.	\$4.00 per day
Articulated Vehicle Driver	16.4(b)	For each additional complete tonne over 10t.	\$1.62 per week
Tow Truck Driver	16.4(c)	For a driver who is required to drive a tow truck. Not subject to penalty additions.	\$22.67 per week
Leading Hands	18.2	For a leading hand in charge of not less than 3 and not more than 10 employees.	\$39.04 per week
		For a leading hand in charge of more than 10 and not more than 20 employees.	\$58.83 per week
		For a leading hand in charge of more than 20 employees.	\$74.75 per week
First Aid	18.3	For an employee holding first aid qualifications and appointed to perform first aid duty.	\$17.99 per week
Driver Cash Handling	18.4(b)	For a driver handling up to \$20.	\$1.82 per week
		For a driver handling between \$20 and \$200.	\$3.33 per week
		For a driver handling between \$200 and \$600.	\$6.31 per week
		For a driver handling between \$600 and \$1000.	\$8.00 per week
		For a driver handling over \$1000.	\$11.31 per week
Confined Spaces	18.5	For an employee working a confined space, the dimensions of which necessitate the employee working in a stooped or otherwise cramped position or without proper ventilation.	\$0.87 per hour
Dirty Work	18.6	For an employee doing work which a foreperson and the employee agree is of an unusually dirty or offensive nature.	\$0.68 per hour subject to \$2.65 min. per day/shift

<b>Hot Places</b>	<a href="#">18.7</a>	For an employee working for more than one hour in the shade where the temperature is raised by artificial means to between 46 and 54 degrees.	\$0.68 per hour
		For an employee working for more than one hour in the shade in places where the temperature exceeds 54 degrees.	\$0.87 per hour
<b>Wet Places</b>	<a href="#">18.8</a>	For an employee who is required to work in any place where their boots or clothing become saturated (e.g. by water, oil or otherwise), for the part of the day/shift when required to work in wet clothing or boots (not payable to employee supplied with protective clothing under the Award).	\$0.61 per hour
<b>Fork-lifts/ Cranes</b>	<a href="#">18.14</a>	For a driver of a fork-lift or crane, where 2 or more fork-lifts or cranes are involved in any one lift.	\$2.61 per day
<b>Tyre Fitting/ Repairing</b>	<a href="#">18.16</a>	An employee, principally employed to fit tyres, and/or in tyre repairing and retreading process in tyre retailing establishments working ordinary hours between 8pm and 9.30pm on a Thursday and/or Friday, will receive an additional amount per hour calculated at one quarter of the minimum hourly rate based on the minimum weekly rate.	
<b>Meal</b>	<a href="#">19.2(a) &amp; 19.5(b)(i)</a>	For an employee required to work overtime for more than 1.5 hours without being notified on the previous day unless the employer supplies a meal or the employee can reasonably return home for meals. Also, if the employee (other than a vehicle sales employee) is required to travel and stay away from home overnight (unless paid directly by employer). Exceptions may apply.	\$14.87 per meal
<b>Vehicle</b>	<a href="#">19.3(b)(iv)</a>	For an employee required by an employer to use their own motor vehicle on the employer's business.	\$0.80 per km
<b>Tool</b>	<a href="#">19.6(a)</a>	For a tradesperson required by an employer to provide their own hand tools, for supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson.	\$12.44 per week
	<a href="#">19.6(b)</a>	For an apprentice in stage 1 or first year required to provide their own tools.	\$5.28 per week
		For an apprentice in apprentice stage 2 or second year required to provide their own tools.	\$6.81 per week
		For an apprentice in apprentice stage 3 or third year required to provide their own tools.	\$9.39 per week
		For an apprentice in apprentice stage 4 or fourth year required to provide their own tools.	\$10.90 per week
<b>Uniforms</b>	<a href="#">19.14</a>	If the employee is required to wear a special uniform as a condition of employment, the employer must reimburse them for the cost of purchasing and cleaning the uniform. If the uniform is supplied and cleaned without cost to the employee, no reimbursement will apply and the uniform will remain the property of the employer. See award for others e.g. protective clothing, gloves, goggles etc.	

**Note:** A part-time employee receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work ([clause 10.2\(c\)](#)). The above is not an exhaustive list. See the award for full details on the above allowances and any other allowances or entitlements that may apply.

# CLASSIFICATIONS

## ADULT CLASSIFICATIONS

Definition	Positions/Classifications
<b>Level 1 (entry)</b>	
<p>An employee who has undertaken little or no formal or informal training. May be undertaking up to 38 hours of induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, plant layout, work and documentation procedures, work health and safety, equal employment opportunity and quality control/assurance. Would acquire/possess skills relevant to the performance of routine duties essentially of a manual nature and to the level of their training:</p> <ul style="list-style-type: none"> <li>- performs general labouring/cleaning duties</li> <li>- has basic numeracy skills</li> <li>- exercises minimal judgment</li> <li>- works to defined procedures and under direct supervision</li> <li>- may be undertaking structured training to enable them to progress to a higher level</li> </ul>	<ul style="list-style-type: none"> <li>- Car cleaner/washer</li> <li>- Workshop cleaner</li> <li>- Car polisher by hand</li> <li>- Detailer - other</li> <li>- Driveway attendant</li> <li>- Office cleaner</li> <li>- Parking attendant</li> <li>- Process worker</li> <li>- Tradesperson's assistant (see also Level 2)</li> <li>- Employee not elsewhere prescribed</li> </ul>
<b>Level 2</b>	
<p>An employee who has completed up to three months structured training to enable an employee to attain/possess job skills relevant to tasks performed at this level and to the level of their training:</p> <ul style="list-style-type: none"> <li>- works under direct supervision either individually or in a team environment</li> <li>- has some oral and written communication skills</li> <li>- can distinguish where a minor fault/error is made and undertake basic quality control of own work</li> <li>- is responsible for the quality of own work subject to routine supervision</li> <li>- has some input to job planning</li> <li>- can work from simple instructions</li> <li>- has some basic customer service skills</li> <li>- performs basic maintenance tasks</li> <li>- has basic knowledge of the range of services offered by the business</li> <li>- has simple numerical equipment skills</li> <li>- may use selected hand tools</li> </ul>	<ul style="list-style-type: none"> <li>- Battery repairer</li> <li>- Brake servicer first six months</li> <li>- 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 - vehicles up to and including maker's capacity of three tonnes</li> <li>- Exhaust repairers first six months</li> <li>- Grinder/buffer metal - using a portable machine</li> <li>- Lubritorium attendant</li> <li>- Operator on warming mill</li> <li>- Operator detreading, buffing, gouging, etc.</li> <li>- Roadhouse attendant, when required to cook take away meals only</li> <li>- Spring service worker</li> <li>- Tradesperson's assistant (see also Level 1)</li> <li>- Tyre fitter</li> </ul>
<b>Level 3</b>	



<p>An employee would be expected to have the job skills relevant to the tasks performed and would work with only general supervision of daily duties and to the level of their training:</p> <ul style="list-style-type: none"> <li>- where appropriate use a variety of power and hand tools/other equipment necessary to carry out the relevant tasks</li> <li>- possesses good oral/written communication skills</li> <li>- is responsible for quality of own work subject to routine supervision</li> <li>- plans own work in consultation with supervisor</li> <li>- requires only general job instruction</li> <li>- possesses customer service skills</li> <li>- performs basic maintenance tasks</li> <li>- acquires multiple manual skills</li> <li>- may use various materials handling equipment</li> <li>- has fault finding skills</li> <li>- maintains simple numerical records from computer equipment</li> <li>- can assist with on-the-job instruction in conjunction with general supervision</li> <li>- uses some basic negotiation skills in service areas</li> <li>- basic inventory controls</li> <li>- receiving, despatching, distributing, sorting, checking, packing, (other than repetitive packing in a standard container or containers in which such goods are customarily sold), documenting and recording of goods, materials and components.</li> </ul>	<ul style="list-style-type: none"> <li>- Storeperson first 12 months</li> <li>- Assembler accessories</li> <li>- Assembler body shop</li> <li>- Detailer (as defined)</li> <li>- Machinist (metal) 2nd class</li> <li>- Operator in charge of extruder</li> <li>- Operator mainly engaged examining tyres prior to repairing, retreading, recapping or lugging</li> <li>- Operator repairing/building up/retreading/recapping used in aeroplane tyres (for re-use on aeroplanes) and tyres other than as referred to above</li> <li>- Operator relugging earth mover/grader/tractor tyres by hand</li> <li>- Operator engaged in moulding or curing of retreaded, rebuilt, recapped or relugged tyres in unit heaters or autoclaves</li> </ul>	<ul style="list-style-type: none"> <li>- Painter brush/spray on mechanical chassis components</li> <li>- Paint shop assistant</li> <li>- Polisher/cutter using buff or wet and dry rubber</li> <li>- Service receptionist not being a tradesperson</li> <li>- Steam cleaner/ proof coater</li> <li>- Wheel aligner not being a tradesperson but having up to six months experience</li> <li>- Wheel builder/repairer, not being a tradesperson, first six months' experience</li> <li>- Wrecker automotive</li> </ul>
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<b>Level 4</b>		
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<p>An employee performs work above and beyond the skills of an employee at Level 3 and would normally have completed 16 modules of a nationally accredited RS&amp;R Certificate or equivalent training.</p> <p>A retail employee will be qualified to perform work within the duties and functions of an automotive parts salesperson other; motor vehicle/agricultural vehicle salesperson with less than six months' experience; salesperson other; and a console operator. An employee required to work to the level of their training:</p> <ul style="list-style-type: none"> <li>- works under general supervision, either individually or in a team environment</li> <li>- exercises discretion within their level of skills and training</li> <li>- understands and is responsible for quality of own work</li> <li>- possesses competent communications and written skills</li> <li>- intermediate key board skills</li> <li>- licensed and certified for lift driving</li> <li>- customer relation skills</li> <li>- inventory and store control including: licensed operation of all appropriate materials handling equipment; use of tools and equipment within the scope (basic non-trades maintenance); computer operation at a higher level than that of a Level 3 employee</li> <li>- assists in the provision of on-the-job training in conjunction with supervisor or trainer</li> <li>- possesses sales skills appropriate to this level</li> </ul>	<ul style="list-style-type: none"> <li>- Automotive parts salesperson other</li> <li>- Salesperson other</li> <li>- Storeperson more than 12 months' experience</li> <li>- Storeperson and packer</li> <li>- Bodymaker 2nd class</li> <li>- Brake servicer after six months' experience</li> <li>- Console Operator</li> <li>- 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, vehicle with maker's capacity over 3 tonnes</li> <li>- Exhaust repairer after six months</li> </ul>	<ul style="list-style-type: none"> <li>- Motorcycle assembler</li> <li>- Roadhouse attendant if engaged primarily to cook other than take away foods</li> <li>- Radiator repairer other</li> <li>- Wheel aligner other than a tradesperson, after six months</li> <li>- Wheel builder, repairer after six months</li> <li>- Motor vehicle/agricultural vehicle salesperson less than six months' experience</li> <li>- Driveway attendant operating a console</li> <li>- Windscreen fitter/repairer.</li> </ul>
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<ul style="list-style-type: none"> <li>- has cash register and console operation skills</li> <li>- where applicable computer operation at a higher level than that of a Level 3 employee</li> </ul>	
<b>Level 5</b>	
<p>An employee performs work above and beyond the skills of an employee at Level 4 and would have 20 modules of a nationally accredited RS&amp;R Certificate or equivalent training. An employee is required to work to the level of their training. A retail employee will be qualified to perform work of an experienced automotive spare parts salesperson:</p> <ul style="list-style-type: none"> <li>- requires minimum supervision</li> <li>- possesses technical job skills within the level of their training</li> <li>- works from detailed instructions and procedures</li> <li>- co-ordinates work in a team environment or works individually under limited supervision</li> <li>- exercises discretion within their level of skills and training</li> <li>- assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers</li> <li>- may prepare reports and interpret written information relevant to tasks performed</li> <li>- understands and is responsible for quality of own work</li> <li>- possesses competent communications and written skills</li> <li>- possesses technical job skills within their level of training</li> <li>- possesses customer contact skills to perform tasks at this level</li> <li>- undertakes specialist troubleshooting, problem solving and maintenance skills at this level</li> <li>- has multiple manual skills</li> <li>- can use relevant tools and equipment</li> <li>- can operate numerical/computer equipment supplied in sales, distribution, repair, servicing and relevant to tasks at this level</li> <li>- has adequate negotiating skills in sales and services to perform tasks at this level</li> </ul>	<ul style="list-style-type: none"> <li>- Automotive parts salesperson experienced</li> <li>- Automotive servicer or checker</li> <li>- Radiator repairer 1st class.</li> </ul>
<b>Tradesperson or equivalent Level I (level 6)</b>	
<p>An employee who holds a Trade Certificate, Tradesperson's Rights Certificate or equivalent, nationally accredited training achieved through Australian apprenticeship arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy. Performs work above and beyond the skills of an employee at Level 5 and to the level of their training:</p> <ul style="list-style-type: none"> <li>- assists in the provision of on-the-job training in conjunction with supervisors/trainers</li> <li>- works under limited supervision either individually or in a team environment</li> <li>- plans the work of others and solves the work planning problems</li> <li>- is responsible for the quality of their own work</li> <li>- exercises discretion within the scope of tasks performed at this level</li> <li>- possesses good communication skills</li> <li>- has keyboard skills relevant to the tasks performed at this level</li> <li>- understands and applies quality control techniques</li> </ul>	<ul style="list-style-type: none"> <li>- Motor mechanic/automotive technician</li> <li>- Automotive electrician</li> <li>- Automotive engine reconditioner</li> <li>- Automotive parts interpreter</li> <li>- Bodymaker 1st class</li> <li>- Brake mechanic</li> <li>- Electroplater 1st class</li> <li>- Fitter/turner</li> <li>- Instrument mechanic automotive</li> <li>- Machinist (metal) 1st class</li> <li>- Motorcycle or motor scooter mechanic</li> <li>- Painter</li> <li>- Panel beater</li> <li>- Signwriter</li> <li>- Trimmer</li> <li>- Motor vehicle/agricultural vehicle salesperson more than six months experience</li> <li>- Welder</li> <li>- Wheel aligner</li> <li>- Wheel builder/repairer</li> </ul>

<ul style="list-style-type: none"> <li>- is able to inspect products/materials for conformity with established operational standards</li> </ul>	
<b>Tradesperson or equivalent Level II (level 7)</b>	
<p>An employee who holds a Trade Certificate, Tradesperson's Rights Certificate or equivalent, nationally accredited training at the Certificate III qualification (at Level 6) achieved through Australian apprenticeships arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy.</p> <p>Employee will hold a Certificate IV (AQF Level 4) automotive qualification from the National Automotive, Retail, Service and Repair Training Package qualifications:</p> <ul style="list-style-type: none"> <li>- Automotive Mechanical Diagnosis</li> <li>- Automotive Mechanical Overhauling</li> <li>- Automotive Body Repair Technology</li> <li>- Automotive Electrical Technology</li> <li>- Automotive Motorsport Technology</li> <li>- Automotive Performance Enhancement.</li> </ul> <p>Is required by the employer, as the principal function of employment as determined by the employer, to perform technical duties above and beyond the skills of an employee at Level 6 to the level of their training and will possess high level technical and theoretical knowledge and concepts of motor vehicle technology with in-depth knowledge and skill in some areas. Typical tasks include but are not limited to:</p> <ul style="list-style-type: none"> <li>- diagnosing and evaluating multiple complex vehicle faults</li> <li>- undertaking vehicle repair and fault finding actions to a defined standard</li> <li>- understanding, interpreting and communicating technical data</li> <li>- high level communications skills that enable effective communication across the business and externally</li> <li>- responsibility for own outputs and that of others where advice and direction is provided</li> <li>- assistance with coordinating work flows and resources allocations within a team environment</li> <li>- assistance in the mentoring of technical skills to service centre staff and apprentices</li> <li>- providing a lead role in workforce training development</li> </ul>	<ul style="list-style-type: none"> <li>- Master Technician</li> <li>- Automotive Technical Advisor</li> <li>- Performance Technical Advisor</li> <li>- Automotive Workshop Technical Advisor</li> <li>- Automotive Master Diagnostic Technician</li> <li>- Workshop Technical Advisor for Panel and Paint.</li> </ul>

**Note:** See award for driver classifications.

## JUNIOR CLASSIFICATIONS

Level 1		
<ul style="list-style-type: none"> <li>- Battery repairer</li> <li>- Car cleaner/washer</li> <li>- Car polisher by hand</li> <li>- Detailer</li> <li>- Driver—courtesy vehicle in relation to sales or sales promotion or in the course of registration or collection from or delivery to customer—vehicles up to and including maker's capacity of 3 tonnes</li> <li>- Driveway attendant</li> <li>- Electroplater 2nd class</li> <li>- Grinder/buffer metal using portable machine</li> </ul>	<ul style="list-style-type: none"> <li>- Lubritorium attendant</li> <li>- Machinist (metal) 2nd class</li> <li>- Office cleaner</li> <li>- Painter brush/spray on mechanical/chassis components</li> <li>- Painter's wet rubber</li> <li>- Parking attendant</li> <li>- Process worker</li> <li>- Roadhouse attendant, required to cook takeaway foods</li> <li>- Salesperson, first 6 months' experience</li> </ul>	<ul style="list-style-type: none"> <li>- Service receptionist (not being a tradesperson)</li> <li>- Sewing machinist</li> <li>- Spring service worker, spring coiling machinist and spring maker</li> <li>- Steam cleaner/proof coater</li> <li>- Store person first 12 months' experience</li> <li>- Tradesperson's assistant</li> <li>- Tyre fitter</li> <li>- Vehicle salesperson/agricultural vehicle salesperson up to 6 months' experience</li> <li>- Welder electric spot and buff</li> </ul>
Level 4		
<ul style="list-style-type: none"> <li>- Air hammer operator</li> <li>- Assembler accessories</li> <li>- Assembler body shop</li> <li>- Assembler/wirer</li> <li>- Automotive serviceperson/checker</li> <li>- Bodymaker 2nd class</li> <li>- Brake serviceperson</li> <li>- Console operator</li> <li>- Dent knocker</li> <li>- Driver of courtesy car or vehicle in relation to sales or sales in the course of registration, collection from or delivery to customer, vehicle with maker's capacity over 3 tonnes</li> </ul>	<ul style="list-style-type: none"> <li>- Exhaust repairer</li> <li>- Fork-lift driver and mobile crane driver</li> <li>- Motorcycle assembler</li> <li>- Radiator repairer, as defined</li> <li>- Roadhouse attendant, if engaged primarily to cook other than takeaway foods</li> <li>- Salesperson, other</li> <li>- Spotter/toucher up</li> <li>- Storeperson more than 12 months' experience</li> <li>- Storeperson and packer</li> <li>- Trimmer sectional</li> </ul>	<ul style="list-style-type: none"> <li>- Vehicle salesperson/agricultural vehicle salesperson, after 6 months experience</li> <li>- Welder other than trade using oxy, etc.</li> <li>- Wheel aligner, other than a tradesperson</li> <li>- Wheel builder/repairer</li> <li>- Windscreen fitter/repairer</li> <li>- Wrecker automotive</li> </ul>

**Note:** These classifications are to be read with [clause 12](#) and [16.6](#).

# SUMMARY CALCULATIONS FROM 1 JULY 2021

CLASSIFICATIONS	ORDINARY HOURS		PENALTY AND OVERTIME RATES					CASUAL RATES						
	2021/22 Weekly Rate	2021/22 Ordinary Hourly Rate	Ordinary Sat	Overtime Mon - Sat (First 3 Hrs)	Overtime Mon - Sat (> 3Hrs)	Ordinary/ Overtime Sun	Ordinary/ Overtime PH	Mon - Fri 6am-6pm	Mon - Fri 6pm-6am	Saturday	Sunday	PH	Overtime (First 3 Hrs)	Overtime (> 3 Hrs)
			150%	150%	200%	200%	250%	125%	150%	175%	225%	275%	175%	225%
<b>Vehicle RSR Industry Employee</b>														
Level 1 (R1)	\$772.60	\$20.33	\$30.50	\$30.50	\$40.66	\$40.66	\$50.83	\$25.41	\$30.50	\$35.58	\$45.74	\$55.91	\$35.58	\$45.74
Level 2 (R2)	\$794.80	\$20.92	\$31.38	\$31.38	\$41.84	\$41.84	\$52.30	\$26.15	\$31.38	\$36.61	\$47.07	\$57.53	\$36.61	\$47.07
Level 3 (R3)	\$825.20	\$21.72	\$32.58	\$32.58	\$43.44	\$43.44	\$54.30	\$27.15	\$32.58	\$38.01	\$48.87	\$59.73	\$38.01	\$48.87
Level 4 (R4)	\$853.60	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Level 5 (R5)	\$874.70	\$23.02	\$34.53	\$34.53	\$46.04	\$46.04	\$57.55	\$28.78	\$34.53	\$40.29	\$51.80	\$63.31	\$40.29	\$51.80
<b>Vehicle RSR Industry Tradesperson</b>														
Tradesperson or equiv. Level 1 (R6)	\$899.50	\$23.67	\$35.51	\$35.51	\$47.34	\$47.34	\$59.18	\$29.59	\$35.51	\$41.42	\$53.26	\$65.09	\$41.42	\$53.26
Tradesperson or equiv. Level 2 (R7)	\$984.10	\$25.90	\$38.85	\$38.85	\$51.80	\$51.80	\$64.75	\$32.38	\$38.85	\$45.33	\$58.28	\$71.23	\$45.33	\$58.28
<b>Driver - Forklift</b>														
Lifting capacity up to 4500kg	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Lifting capacity in excess of 4500kg	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
<b>Driver - Mobile Crane</b>														
Lifting capacity up to 10t	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Lifting capacity in excess of 10t	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
<b>Driver - Commercial Vehicle</b>														
Makers capacity of 3t or less	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Makers capacity of over 3t but under 8t	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
<b>Driver - Articulated Vehicle</b>														
Makers capacity of up to and including 10t	\$886.30	\$23.32	\$34.98	\$34.98	\$46.64	\$46.64	\$58.30	\$29.15	\$34.98	\$40.81	\$52.47	\$64.13	\$40.81	\$52.47
<b>Driver - Tow Truck</b>														
Class 1	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Class 2 and 3	\$853.50	\$22.46	\$33.69	\$33.69	\$44.92	\$44.92	\$56.15	\$28.08	\$33.69	\$39.31	\$50.54	\$61.77	\$39.31	\$50.54
Class 4	\$899.50	\$23.67	\$35.51	\$35.51	\$47.34	\$47.34	\$59.18	\$29.59	\$35.51	\$41.42	\$53.26	\$65.09	\$41.42	\$53.26

## SUPERANNUATION

The minimum Superannuation Guarantee (SG) contribution is **10%** from 1 July 2021 to 30 June 2022.



**EMPLOYER  
ASSIST** BY **ilg** INDUSTRY  
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GROUP