

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 REPAIR, SERVICES AND RETAIL 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 **Repair, Services and Retail Employees** covered under the *Vehicle Manufacturing, Repair, Services and Retail Award 2010*.

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

OUR CONTACT DETAILS

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MINIMUM WAGES FOR RS&R INDUSTRY EMPLOYEES

Classification	Weekly Wage \$	Hourly Rate \$
RS&R Employee		
Level 1	\$719.20	\$18.93
Level 2	\$739.90	\$19.47
Level 3	\$768.30	\$20.22
Level 4	\$794.70	\$20.91
Level 5	\$814.30	\$21.43
Tradesperson or equivalent Level 1 (R6)	\$837.40	\$22.04
Tradesperson or equivalent Level 2 (R7)	\$916.10	\$24.11
Forklift Driver		
Up to 4500kg	\$794.60	\$20.91
Over 4500kg	\$794.60	\$20.91
Mobile Crane Driver		
Up to 10 tonnes	\$794.60	\$20.91
Over 10 tonnes	\$794.60	\$20.91
Commercial Vehicle Driver		
Capacity 3 tonnes or fewer	\$794.60	\$20.91
Capacity between 3 and 8 tonnes	\$794.60	\$20.91
Articulated Vehicle Driver		
Capacity up to, and including, 10 tonnes	\$825.00	\$21.71
Tow Truck Driver		
Class 1	\$794.60	\$20.91
Class 2 and 3	\$794.60	\$20.91
Class 4	\$837.40	\$22.04

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 base hourly rate by the % Rate</i>	
Overtime - Monday to Friday	
First 3 hours	150%
Thereafter	200%
Rostered – Saturday	
	150%
Overtime – Saturday	
First 3 hours	150%
Thereafter	200%
Rostered or Overtime – Sunday	
	200%
Rostered or Overtime - Public Holiday	
	250%

SHIFTWORK RATES

Time Worked	% Rate
<i>The below % Rates include base rate (100%) + shift work loading (%).</i>	
Night Shift Only	130%
Afternoon Shift Only	118%
Alternating Afternoon and Night Shifts	120%
Alternating Day and Night Shifts	112.5% for the night shift
Alternating Day, Afternoon and Night Shifts	112.5% for the afternoon and night shifts
Alternating Day and Afternoon Shifts	112.5% for the afternoon shift

Note: (a) Afternoon shift means a shift commencing after noon and not later than 6.00 pm.

(b) Night shift means a shift commencing after 6.00 pm and not later than 4.00 am.

CASUAL RATES

See **Schedule A** for calculations

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

The loadings are calculated on the employee's base rate of pay. Loadings are not cumulative. Where more than one loading applies, the higher loading will apply. For employees including casuals (except for driveway attendants and vehicle sales employees) – the maximum ordinary hours are 12 hours if agreed to in accordance with clause 37.4 of the modern award and overtime will be payable for hours worked in excess of 12 hours per shift and 38 hours per week.

For casual rates for driveway attendants, roadhouse attendants and console operators, see clause 36 of the modern award.

UN-APPRENTICED JUNIOR RATES

Un-Apprenticed Junior Rates				
Age	Based on Level 1		Based on Level 4	
	Weekly \$	Hourly \$	Weekly \$	Hourly \$
16 years and under – 47.5%	\$341.62	\$8.99	\$377.48	\$9.93
17 years – 50.0%	\$359.60	\$9.46	\$397.35	\$10.46
18 years – 62.5%	\$449.50	\$11.83	\$496.69	\$13.07
19 years – 75.0%	\$539.40	\$14.19	\$596.03	\$15.68
20 years – 87.5%	\$629.30	\$16.56	\$695.36	\$18.30

Junior drivers of commercial vehicles and/or tow trucks	
Age	% of Relevant Adult Rate
Under 19 years	70%
19 Years	80%
20+years	100%

Junior rates are calculated on either **Level 1** or **Level 4** depending on the employee's classification. See Junior Classification section in Schedule B or see clause 33.7 of the modern award.

APPRENTICES

School-based Apprentices

The relevant minimum wages for full-time junior and adult apprentices provided for in the modern 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 F of the modern award.

Junior and Adult Apprentices

Minimum wage rates for apprentices commencing or continuing an apprenticeship **prior to 1 January 2014** (based on a percentage of Level R6):

Junior Apprentice (Under 21 years of age)			
Year of Apprenticeship		Hourly \$	Tool Allowance \$ per week
Stage 1 or first year – 42%		\$9.26	\$5.03
Stage 2 or second year – 55%		\$12.12	\$6.48
Stage 3 or third year – 75%		\$16.53	\$8.94
Stage 4 or fourth year – 88%		\$19.39	\$10.38
Adult Apprentice (21 years or over)			
Year of Apprenticeship	Weekly \$	Hourly \$	Tool Allowance \$ per week
1st year	\$634.70	\$16.70	\$5.03
2nd year	\$719.20	\$18.93	\$6.48
3rd year	\$739.90	\$19.47	\$8.94
4th year	\$768.30	\$20.22	\$10.38

Minimum wage rate for apprentices commencing an apprenticeship **after 1 January 2014** (based on a percentage of Level R6):

Junior Apprentice (Under 21 years of age) has not completed year 12		
Year of Apprenticeship	Hourly \$	Tool Allowance \$ per week
Stage 1 or first year – 50%	\$11.02	\$5.03
Stage 2 or second year – 60%	\$13.22	\$6.48
Stage 3 or third year – 75%	\$16.53	\$8.94
Stage 4 or fourth year – 88%	\$19.39	\$10.38

Junior Apprentice (Under 21 years of age) has completed year 12			
Year of Apprenticeship		Hourly \$	Tool Allowance \$ per week
Stage 1 or first year – 55%		\$12.12	\$5.03
Stage 2 or second year – 65%		\$14.32	\$6.48
Stage 3 or third year – 75%		\$16.53	\$8.94
Stage 4 or fourth year – 88%		\$19.39	\$10.38
Adult Apprentice (21 years or over)			
Year of Apprenticeship	Weekly \$	Hourly \$	Tool Allowance \$ per week
1st year	\$669.92	\$17.63	\$5.03
2nd year	\$719.20	\$18.93	\$6.48
3rd year	\$739.90	\$19.47	\$8.94
4th year	\$768.30	\$20.22	\$10.38

ALLOWANCES

Name and Clause	Description	Amount
Leading Hands (19.2)	A weekly allowance shall be paid where a Leading Hand is in charge of:	
	Between 3 and 10 employees	\$36.34
	Between 10 and 20 employees	\$54.77
	More than 20 employees	\$69.59
Tool Allowance - Tradesperson (19.4(a))	A RS&R tradesperson required by an employer to provide their own hand tools will be paid a weekly allowance for supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson.	\$11.84
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 for the first meal, and for each subsequent meal . 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
Travelling Allowance (19.6(b)(iv))	If required by an employer to use their own motor vehicle on the employer's business will be paid an allowance.	\$0.78/km
First Aid Qualifications (19.9)	An employee holding first aid qualifications and appointed by the employer to perform first aid duty will be paid a weekly allowance.	\$16.75
Driver Allowance (19.10)	Drivers handling money will be paid a weekly allowance.	
	Up to \$20	\$1.69
	Between \$20 and \$200	\$3.10
	Between \$200 and \$600	\$5.87
	Between \$600 and \$1000	\$7.45
	Over \$1000	\$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 driveway attendants, roadhouse attendants and console operators or persons employed principally to sell vehicles.

SCHEDULE A – CALCULATIONS

Vehicle RS&R Employee Classifications	Ordinary Hours		Penalty Rates					Casual Rates						
	2018/19 Wkly Rate	2018/19 Ord Hrlly Rate	Rostered Sat	Overtime Mon - Sat (First 3 Hrs)	Overtime Mon - Sat (> 3 Hrs)	Rostered/ Overtime Sun	Rostered/ Overtime PH	Mon - Fri 6am - 6pm	Mon - Fri 6pm - 6am	Sat	Sun	PH	Overtime (First 3 Hrs)	Overtime (> 3 Hrs)
			150%	150%	200%	200%	250%	125%	150%	175%	225%	275%	175%	225%
Vehicle RS&R Industry Employee														
Level 1 (R1)	\$719.20	\$18.93	\$28.40	\$28.40	\$37.86	\$37.86	\$47.33	\$23.66	\$28.40	\$33.13	\$42.59	\$52.06	\$33.13	\$42.59
Level 2 (R2)	\$739.90	\$19.47	\$29.21	\$29.21	\$38.94	\$38.94	\$48.68	\$24.34	\$29.21	\$34.07	\$43.81	\$53.54	\$34.07	\$43.81
Level 3 (R3)	\$768.30	\$20.22	\$30.33	\$30.33	\$40.44	\$40.44	\$50.55	\$25.28	\$30.33	\$35.39	\$45.50	\$55.61	\$35.39	\$45.50
Level 4 (R4)	\$794.70	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Level 5 (R5)	\$814.30	\$21.43	\$32.15	\$32.15	\$42.86	\$42.86	\$53.58	\$26.79	\$32.15	\$37.50	\$48.22	\$58.93	\$37.50	\$48.22
Vehicle RS&R Industry Tradesperson														
Level I (R6)	\$837.40	\$22.04	\$33.06	\$33.06	\$44.08	\$44.08	\$55.10	\$27.55	\$33.06	\$38.57	\$49.59	\$60.61	\$38.57	\$49.59
Level II (R7)	\$916.10	\$24.11	\$36.17	\$36.17	\$48.22	\$48.22	\$60.28	\$30.14	\$36.17	\$42.19	\$54.25	\$66.30	\$42.19	\$54.25
Driver - Forklift														
Lifting capacity up to 4500kg	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Lifting capacity in excess of 4500kg	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Driver - Mobile Crane														
Lifting capacity up to 10 tonnes	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Lifting capacity in excess of 10 tonnes	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Driver - Commercial Vehicle Used For Business														
Makers capacity of 3 tonnes or less	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Makers capacity of 3 to 8 tonnes	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Driver - Articulated Vehicle														
Makers capacity 10 tonnes or less	\$825.00	\$21.71	\$32.57	\$32.57	\$43.42	\$43.42	\$54.28	\$27.14	\$32.57	\$37.99	\$48.85	\$59.70	\$37.99	\$48.85
Driver - Tow Truck														
Class 1	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Class 2 and 3	\$794.60	\$20.91	\$31.37	\$31.37	\$41.82	\$41.82	\$52.28	\$26.14	\$31.37	\$36.59	\$47.05	\$57.50	\$36.59	\$47.05
Class 4	\$837.40	\$22.04	\$33.06	\$33.06	\$44.08	\$44.08	\$55.10	\$27.55	\$33.06	\$38.57	\$49.59	\$60.61	\$38.57	\$49.59

SCHEDULE B - CLASSIFICATIONS

ADULT CLASSIFICATIONS

Definition	Position
Vehicle Industry RS&R — Level 1 (entry)	
<p>An employee at this entry level 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"> • performs general labouring and/or cleaning duties; • has basic numeracy skills; • exercises minimal judgment; • works to defined procedures and under direct supervision; and • may be undertaking structured training so as to enable the employee to progress to a higher level. 	<ul style="list-style-type: none"> • Car cleaner/washer • Workshop cleaner • Car polisher—by hand • Detailer—other • Driveway attendant • Office cleaner • Parking attendant • Process worker • Tradesperson’s assistant (see also Level 2)
Vehicle Industry RS&R — Level 2	
<p>An employee at Level 2 is 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"> • works under direct supervision either individually or in a team environment; • has some oral and written communication skills; • can distinguish where a minor fault/error is made and undertake basic quality control of own work; • is responsible for the quality of own work subject to routine supervision; • has some input to job planning; • can work from simple instructions; • has some basic customer service skills; • performs basic maintenance tasks; • has basic knowledge of the range of services offered by the business; • has simple numerical equipment skills; and • may use selected hand tools. 	<ul style="list-style-type: none"> • Battery repairer • Brake servicer—first six months • 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 • Exhaust repairers—first six months • Grinder and/or buffer metal—using a portable machine • Lubritorium attendant • Operator on warming mill • Operator detreading, buffing, gouging, etc. • Roadhouse attendant, when required to cook take away meals only • Spring service worker • Tradesperson’s assistant (see also Level 1) • Tyre fitter
Vehicle Industry RS&R — Level 3	

<p>A Level R3 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"> • where appropriate use a variety of power and hand tools and/or other equipment necessary to carry out the relevant tasks; • possesses good oral and/or written communication skills; • is responsible for quality of own work subject to routine supervision; • plans own work in consultation with supervisor; • requires only general job instruction; • possesses customer service skills; • performs basic maintenance tasks; • acquires multiple manual skills; • may use various materials handling equipment; • has fault finding skills; • maintains simple numerical records from computer equipment; • can assist with on-the-job instruction in conjunction with general supervision; • uses some basic negotiation skills in service areas; • basic inventory controls; and • 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. 	<ul style="list-style-type: none"> • Assembler—accessories/body shop • Detailer (as defined) • Machinist (metal)—2nd class • Motor cycle assembler (first six months’ experience for the ACT only) • Operator in charge of extruder • Operator mainly engaged examining tyres prior to repairing, retreading, recapping or lugging • Operator repairing and/or building up and/or retreading and/or recapping used in aeroplane tyres and tyres other than as referred to above • Operator relugging earth mover and/or grader and/or tractor tyres by hand • Operator engaged in moulding or curing of retreaded, rebuilt, recapped or relugged tyres in - unit heaters and autoclaves • Painter—brush and/or spray on mechanical chassis components • Paint shop assistant • Polisher/cutter using buff or wet and dry rubber • Service receptionist—not being a tradesperson • Steam cleaner and/or proof coater • Storeperson—first 12 months • Wheel aligner—not being a tradesperson but having up to six months’ experience • Wheel builder and/or repairer—not being a tradesperson—first six months’ experience • Windscreen fitter and/or repairer (first six months’ experience for the ACT only) • Wrecker—automotive
<p>Vehicle Industry RS&R — Level 4</p>	
<p>An employee at this level 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&R Certificate or equivalent training. A retail employee will be qualified to perform work within the duties and functions of an automotive parts salesperson other; motor vehicle and/or agricultural vehicle salesperson with less than six months’ experience; salesperson other; and a console operator.</p> <p>An employee required to work to the level of their training:</p>	<ul style="list-style-type: none"> • Bodymaker—2nd class • Brake servicer—after six months • Driver of courtesy car or sales/promotion vehicle – over 3 tonnes • Exhaust repairer—after six months • Motorcycle assembler (after six months’ - ACT only)

<ul style="list-style-type: none"> • works under general supervision, either individually or in a team environment; • exercises discretion within their level of skills and training; • understands and is responsible for quality of own work; • possesses competent communications and written skills; • intermediate key board skills; • licensed and certified for lift driving; • customer relation skills; • inventory and store control including: <ul style="list-style-type: none"> • 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; • assists in the provision of on-the-job training in conjunction with supervisor or trainer; • possesses sales skills appropriate to this level; • has cash register and console operation skills; and • where applicable computer operation at a higher level than that of a Level R3 employee. 	<ul style="list-style-type: none"> • Roadhouse attendant if engaged primarily to cook other than take away foods • Radiator repairer—other • Wheel aligner—other than a tradesperson, after six months • Wheel builder, repairer—after six months • Automotive parts salesperson—other (i.e.: less than 3 years' experience in the automotive parts industry) • Motor vehicle and/or agricultural vehicle salesperson—less than six months • Salesperson—other • Storeperson—after 12 months • Driveway attendant operating a console • Storeperson and packer • Windscreen fitter and/or repairer (over six months' experience for the ACT only)
Vehicle industry RS&R — Level 5	
<p>A repair and service employee at this level performs work above and beyond the skills of an employee at Level 4 and would have 20 modules of a nationally accredited RS&R Certificate or equivalent training. A Level 5 employee is required to work to the level of their training. A retail employee at this level will be qualified to perform work of an experienced automotive spare parts salesperson.</p> <ul style="list-style-type: none"> • requires minimum supervision; • possesses technical job skills within the level of their training; • works from detailed instructions and procedures; • co-ordinates work in a team environment or works individually under limited supervision; • exercises discretion within their level of skills and training; • assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers; • may prepare reports and interpret written information relevant to tasks performed; • understands and is responsible for quality of own work; • possesses competent communications and written skills; • possesses technical job skills within their level of training; • possesses customer contact skills to perform tasks at this level; • undertakes specialist troubleshooting, problem solving and maintenance skills at this level; • has multiple manual skills; • can use relevant tools and equipment; 	<ul style="list-style-type: none"> • Automotive parts salesperson—experienced (i.e.: 3 years' experience or more in the automotive parts industry) • Automotive servicer or checker • Radiator repairer—1st class

<ul style="list-style-type: none"> • can operate numerical/computer equipment supplied in sales, distribution, repair, servicing and relevant to tasks at this level; and • has adequate negotiating skills in sales and services to perform tasks at this level. 	
Vehicle industry RS&R —tradesperson or equivalent Level I (level 6)	
<p>An employee at this level is an employee who holds a Trade Certificate, Tradesperson’s Rights Certificate or equivalent, nationally accredited training achieved through Australian apprenticeships arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy.</p> <p>An employee at this level 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"> • assists in the provision of on-the-job training in conjunction with supervisors/trainers; • works under limited supervision either individually or in a team environment; • plans the work of others and solves the work planning problems; • is responsible for the quality of their own work; • exercises discretion within the scope of tasks performed at this level; • possesses good communication skills; • has keyboard skills relevant to the tasks performed at this level; • understands and applies quality control techniques; and • is able to inspect products and/or materials for conformity with established operational standards. 	<ul style="list-style-type: none"> • Automotive electrician • Automotive engine reconditioner • Automotive parts interpreter—specialist (7 years’ experience or more, and has completed technical school training – see clause 3.1 definitions of the modern award) • Bodymaker—1st class • Brake mechanic • Electroplater—1st class • Fitter and/or turner • Instrument mechanic—automotive • Machinist (metal)—1st class • Motorcycle or motor scooter mechanic • Motor mechanic • Painter • Panel beater • Signwriter • Trimmer • Motor Vehicle and/or agricultural vehicle salesperson - more than six months’ experience. • Welder • Wheel aligner • Wheel builder and/or repairer
Vehicle Industry RS&R—tradesperson or equivalent Level II (level 7)	
<p>An employee at this level is an employee who holds a Trade Certificate, Tradesperson’s Rights Certificate or equivalent, nationally accredited training at the Certificate III qualification (Level R6 at B.6) achieved through Australian apprenticeships arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy.</p> <p>In addition, the 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"> • Automotive Mechanical Diagnosis 	<ul style="list-style-type: none"> • Master Technician • Automotive Technical Advisor • Performance Technical Advisor • Automotive Workshop Technical Advisor • Automotive Master Diagnostic Technician • Workshop Technical Advisor for Panel and Paint

- Automotive Mechanical Overhauling
- Automotive Body Repair Technology
- Automotive Electrical Technology
- Automotive Motorsport Technology
- Automotive Performance Enhancement

An employee at this level 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 R6 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:

- diagnosing and evaluating multiple complex vehicle faults;
- undertaking vehicle repair and fault-finding actions to a defined standard;
- understanding, interpreting and communicating technical data;
- high level communications skills that enable effective communication across the business and externally;
- responsibility for own outputs and that of others where advice and direction is provided;
- assistance with coordinating work flows and resources allocations within a team environment;
- assistance in the mentoring of technical skills to service centre staff and apprentices; and
- providing a lead role in workforce training development.

JUNIOR CLASSIFICATIONS

These classifications are to be read in conjunction with clause 14 (juniors) of the modern award.

Level 1 classification		
<ul style="list-style-type: none"> • Battery repairer • Car cleaner and/or washer • Car polisher—by hand • Detailer • Driver—courtesy vehicle in relation to sales or sales promotion or during registration or collection from or delivery to customer • Driveway attendant • Electroplater—2nd class • Grinder and/or buffer metal using portable machine 	<ul style="list-style-type: none"> • Lubritorium attendant • Machinist (metal)—2nd class • Office cleaner • Painter— brush and/or spray on mechanical and/or chassis components • Painter’s wet rubber • Parking attendant • Process worker • Roadhouse attendant required to cook takeaway foods • Salesperson, first six months’ experience 	<ul style="list-style-type: none"> • Service receptionist (non-tradesperson) • Sewing machinist • Spring service worker, spring coiling machinist and spring maker • Steam cleaner and/or proof coater • Tradesperson’s assistant • Tyre fitter • Vehicle salesperson and/or agricultural vehicle salesperson—less than six months • Welder—electric spot and buff
Level 4 classification		
<ul style="list-style-type: none"> • Air hammer operator • Assembler—accessories • Assembler—body shop • Assembler and/or wirer • Automotive serviceperson and/or checker • Bodymaker—2nd class • Brake serviceperson • Console operator • Dent knocker • Fork-lift driver and mobile crane driver • Driver of commercial vehicle under 8 tonnes 	<ul style="list-style-type: none"> • Driver of courtesy car or vehicle in relation to sales or sales during registration, collection from or delivery to customer—over three tonnes Exhaust repairer • Metal finisher • Radiator repairer, as defined • Road house attendant, if engaged primarily to cook other than takeaway foods Salesperson, other • Security person • Spotter and/or toucher up 	<ul style="list-style-type: none"> • Storeperson—more than 12 months • Storeperson and packer • Trimmer sectional • Vehicle salesperson and/or agricultural vehicle salesperson, after six months’ experience • Welder other than trade using oxy, etc. • Wheel aligner, other than a tradesperson • Wheel builder and/or repairer • Wrecker—automotive