



Fair Work
OMBUDSMAN

Pay Guide - Road Transport (Long Distance Operations) Award

[MA000039]

Published 9 December 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

Adult

Hourly driving method - Full-time

Classification	Weekly pay rate	Hourly pay rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 1	\$790.50	\$30.83	\$20.80	\$30.83 per hour, with a minimum payment of 4 hours and an extra \$158.10 per shift	\$30.83 per hour, with a minimum payment of 4 hours and an extra \$237.15 per shift	\$20.80
Grade 2	\$805.00	\$31.40	\$21.18	\$31.40 per hour, with a minimum payment of 4 hours and an extra \$161.00 per shift	\$31.40 per hour, with a minimum payment of 4 hours and an extra \$241.50 per shift	\$21.18
Grade 3	\$815.10	\$31.79	\$21.45	\$31.79 per hour, with a minimum payment of 4 hours and an extra \$163.02 per shift	\$31.79 per hour, with a minimum payment of 4 hours and an extra \$244.53 per shift	\$21.45
Grade 4	\$824.50	\$32.16	\$21.70	\$32.16 per hour, with a minimum payment of 4 hours and an extra \$164.90 per shift	\$32.16 per hour, with a minimum payment of 4 hours and an extra \$247.35 per shift	\$21.70
Grade 5	\$836.50	\$32.62	\$22.01	\$32.62 per hour, with a minimum payment of 4 hours and an extra \$167.30 per shift	\$32.62 per hour, with a minimum payment of 4 hours and an extra \$250.95 per shift	\$22.01
Grade 6	\$860.80	\$33.57	\$22.65	\$33.57 per hour, with a minimum payment of 4 hours and an extra \$172.16 per shift	\$33.57 per hour, with a minimum payment of 4 hours and an extra \$258.24 per shift	\$22.65
Grade 7	\$875.20	\$34.13	\$23.03	\$34.13 per hour, with a minimum payment of 4 hours and an extra \$175.04 per shift	\$34.13 per hour, with a minimum payment of 4 hours and an extra \$262.56 per shift	\$23.03
Grade 8	\$896.90	\$34.98	\$23.60	\$34.98 per hour, with a minimum payment of 4 hours and an extra \$179.38 per shift	\$34.98 per hour, with a minimum payment of 4 hours and an extra \$269.07 per shift	\$23.60

Cents per kilometre driving method - Full-time

Classification	Per km driving rate	Taking an RDO pay rate (must be paid for a full/whole day)	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 1	\$0.4111	\$20.80	\$0.4111 per km, and an extra \$158.10 per shift with a minimum payment of 4 hours	\$0.4111 per km, and an extra \$237.15 per shift with a minimum payment of 4 hours	\$20.80
Grade 2	\$0.4186	\$21.18	\$0.4186 per km, and an extra \$161.00 per shift with a minimum payment of 4 hours	\$0.4186 per km, and an extra \$241.50 per shift with a minimum payment of 4 hours	\$21.18
Grade 3	\$0.4239	\$21.45	\$0.4239 per km, and an extra \$163.02 per shift with a minimum payment of 4 hours	\$0.4239 per km, and an extra \$244.53 per shift with a minimum payment of 4 hours	\$21.45
Grade 4	\$0.4287	\$21.70	\$0.4287 per km, and an extra \$164.90 per shift with a minimum payment of 4 hours	\$0.4287 per km, and an extra \$247.35 per shift with a minimum payment of 4 hours	\$21.70
Grade 5	\$0.435	\$22.01	\$0.435 per km, and an extra \$167.30 per shift with a minimum payment of 4 hours	\$0.435 per km, and an extra \$250.95 per shift with a minimum payment of 4 hours	\$22.01
Grade 6	\$0.4476	\$22.65	\$0.4476 per km, and an extra \$172.16 per shift with a minimum payment of 4 hours	\$0.4476 per km, and an extra \$258.24 per shift with a minimum payment of 4 hours	\$22.65
Grade 7	\$0.4551	\$23.03	\$0.4551 per km, and an extra \$175.04 per shift with a minimum payment of 4 hours	\$0.4551 per km, and an extra \$262.56 per shift with a minimum payment of 4 hours	\$23.03
Grade 8	\$0.4664	\$23.60	\$0.4664 per km, and an extra \$179.38 per shift with a minimum payment of 4 hours	\$0.4664 per km, and an extra \$269.07 per shift with a minimum payment of 4 hours	\$23.60

Loading / unloading - Full-time

When an employee is undertaking loading and unloading duties incidental to driving they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading / unloading	Public holiday - Good Friday & Christmas Day - loading / unloading
Grade 1	\$25.69	\$25.69	\$25.69
Grade 2	\$26.17	\$26.17	\$26.17
Grade 3	\$26.49	\$26.49	\$26.49
Grade 4	\$26.79	\$26.79	\$26.79
Grade 5	\$27.18	\$27.18	\$27.18
Grade 6	\$27.98	\$27.98	\$27.98
Grade 7	\$28.44	\$28.44	\$28.44
Grade 8	\$29.15	\$29.15	\$29.15

Hourly driving method - Part-time

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back	Overtime
Grade 1	\$30.83	\$30.83 per hour, with a minimum payment of 4 hours and an extra \$158.10 per shift	\$30.83 per hour, with a minimum payment of 4 hours and an extra \$237.15 per shift	\$20.80	\$35.45
Grade 2	\$31.40	\$31.40 per hour, with a minimum payment of 4 hours and an extra \$161.00 per shift	\$31.40 per hour, with a minimum payment of 4 hours and an extra \$241.50 per shift	\$21.18	\$36.11
Grade 3	\$31.79	\$31.79 per hour, with a minimum payment of 4 hours and an extra \$163.02 per shift	\$31.79 per hour, with a minimum payment of 4 hours and an extra \$244.53 per shift	\$21.45	\$36.56
Grade 4	\$32.16	\$32.16 per hour, with a minimum payment of 4 hours and an extra \$164.90 per shift	\$32.16 per hour, with a minimum payment of 4 hours and an extra \$247.35 per shift	\$21.70	\$36.98
Grade 5	\$32.62	\$32.62 per hour, with a minimum payment of 4 hours and an extra \$167.30 per shift	\$32.62 per hour, with a minimum payment of 4 hours and an extra \$250.95 per shift	\$22.01	\$37.51
Grade 6	\$33.57	\$33.57 per hour, with a minimum payment of 4 hours and an extra \$172.16 per shift	\$33.57 per hour, with a minimum payment of 4 hours and an extra \$258.24 per shift	\$22.65	\$38.61
Grade 7	\$34.13	\$34.13 per hour, with a minimum payment of 4 hours and an extra \$175.04 per shift	\$34.13 per hour, with a minimum payment of 4 hours and an extra \$262.56 per shift	\$23.03	\$39.25
Grade 8	\$34.98	\$34.98 per hour, with a minimum payment of 4 hours and an extra \$179.38 per shift	\$34.98 per hour, with a minimum payment of 4 hours and an extra \$269.07 per shift	\$23.60	\$40.23

Cents per kilometre driving method - Part-time

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour	Overtime - per km
Grade 1	\$0.4111	\$0.4111 per km, and an extra \$158.10 per shift with a minimum payment of 4 hours	\$0.4111 per km, and an extra \$237.15 per shift with a minimum payment of 4 hours	\$20.80	\$0.47
Grade 2	\$0.4186	\$0.4186 per km, and an extra \$161.00 per shift with a minimum payment of 4 hours	\$0.4186 per km, and an extra \$241.50 per shift with a minimum payment of 4 hours	\$21.18	\$0.48
Grade 3	\$0.4239	\$0.4239 per km, and an extra \$163.02 per shift with a minimum payment of 4 hours	\$0.4239 per km, and an extra \$244.53 per shift with a minimum payment of 4 hours	\$21.45	\$0.49
Grade 4	\$0.4287	\$0.4287 per km, and an extra \$164.90 per shift with a minimum payment of 4 hours	\$0.4287 per km, and an extra \$247.35 per shift with a minimum payment of 4 hours	\$21.70	\$0.49
Grade 5	\$0.435	\$0.435 per km, and an extra \$167.30 per shift with a minimum payment of 4 hours	\$0.435 per km, and an extra \$250.95 per shift with a minimum payment of 4 hours	\$22.01	\$0.50
Grade 6	\$0.4476	\$0.4476 per km, and an extra \$172.16 per shift with a minimum payment of 4 hours	\$0.4476 per km, and an extra \$258.24 per shift with a minimum payment of 4 hours	\$22.65	\$0.51
Grade 7	\$0.4551	\$0.4551 per km, and an extra \$175.04 per shift with a minimum payment of 4 hours	\$0.4551 per km, and an extra \$262.56 per shift with a minimum payment of 4 hours	\$23.03	\$0.52
Grade 8	\$0.4664	\$0.4664 per km, and an extra \$179.38 per shift with a minimum payment of 4 hours	\$0.4664 per km, and an extra \$269.07 per shift with a minimum payment of 4 hours	\$23.60	\$0.54

Loading / unloading - Part-time

When an employee is undertaking loading and unloading duties incidental to driving they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading / unloading	Public holiday - Good Friday & Christmas Day - loading / unloading	Overtime - loading / unloading
Grade 1	\$25.69	\$25.69	\$25.69	\$29.54
Grade 2	\$26.17	\$26.17	\$26.17	\$30.10
Grade 3	\$26.49	\$26.49	\$26.49	\$30.46
Grade 4	\$26.79	\$26.79	\$26.79	\$30.81
Grade 5	\$27.18	\$27.18	\$27.18	\$31.26
Grade 6	\$27.98	\$27.98	\$27.98	\$32.18
Grade 7	\$28.44	\$28.44	\$28.44	\$32.71
Grade 8	\$29.15	\$29.15	\$29.15	\$33.52

Hourly driving method - Casual

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 1	\$35.45	\$35.45 per hour, with a minimum payment of 8 hours and an extra \$158.10 per shift	\$35.45 per hour, with a minimum payment of 8 hours and an extra \$237.15 per shift	\$20.80
Grade 2	\$36.11	\$36.11 per hour, with a minimum payment of 8 hours and an extra \$161.00 per shift	\$36.11 per hour, with a minimum payment of 8 hours and an extra \$241.50 per shift	\$21.18
Grade 3	\$36.56	\$36.56 per hour, with a minimum payment of 8 hours and an extra \$163.02 per shift	\$36.56 per hour, with a minimum payment of 8 hours and an extra \$244.53 per shift	\$21.45
Grade 4	\$36.98	\$36.98 per hour, with a minimum payment of 8 hours and an extra \$164.90 per shift	\$36.98 per hour, with a minimum payment of 8 hours and an extra \$247.35 per shift	\$21.70
Grade 5	\$37.51	\$37.51 per hour, with a minimum payment of 8 hours and an extra \$167.30 per shift	\$37.51 per hour, with a minimum payment of 8 hours and an extra \$250.95 per shift	\$22.01
Grade 6	\$38.61	\$38.61 per hour, with a minimum payment of 8 hours and an extra \$172.16 per shift	\$38.61 per hour, with a minimum payment of 8 hours and an extra \$258.24 per shift	\$22.65
Grade 7	\$39.25	\$39.25 per hour, with a minimum payment of 8 hours and an extra \$175.04 per shift	\$39.25 per hour, with a minimum payment of 8 hours and an extra \$262.56 per shift	\$23.03
Grade 8	\$40.23	\$40.23 per hour, with a minimum payment of 8 hours and an extra \$179.38 per shift	\$40.23 per hour, with a minimum payment of 8 hours and an extra \$269.07 per shift	\$23.60

Cents per kilometre driving method - Casual

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 1	\$0.4728	\$0.4728 per km, and an extra \$158.10 per shift with a minimum payment for 500 kms per engagement	\$0.4728 per km, and an extra \$237.15 per shift with a minimum payment for 500 kms per engagement	\$20.80
Grade 2	\$0.4814	\$0.4814 per km, and an extra \$161.00 per shift with a minimum payment for 500 kms per engagement	\$0.4814 per km, and an extra \$241.50 per shift with a minimum payment for 500 kms per engagement	\$21.18
Grade 3	\$0.4875	\$0.4875 per km, and an extra \$163.02 per shift with a minimum payment for 500 kms per engagement	\$0.4875 per km, and an extra \$244.53 per shift with a minimum payment for 500 kms per engagement	\$21.45
Grade 4	\$0.493	\$0.493 per km, and an extra \$164.90 per shift with a minimum payment for 500 kms per engagement	\$0.493 per km, and an extra \$247.35 per shift with a minimum payment for 500 kms per engagement	\$21.70
Grade 5	\$0.5003	\$0.5003 per km, and an extra \$167.30 per shift with a minimum payment for 500 kms per engagement	\$0.5003 per km, and an extra \$250.95 per shift with a minimum payment for 500 kms per engagement	\$22.01
Grade 6	\$0.5147	\$0.5147 per km, and an extra \$172.16 per shift with a minimum payment for 500 kms per engagement	\$0.5147 per km, and an extra \$258.24 per shift with a minimum payment for 500 kms per engagement	\$22.65
Grade 7	\$0.5234	\$0.5234 per km, and an extra \$175.04 per shift with a minimum payment for 500 kms per engagement	\$0.5234 per km, and an extra \$262.56 per shift with a minimum payment for 500 kms per engagement	\$23.03
Grade 8	\$0.5364	\$0.5364 per km, and an extra \$179.38 per shift with a minimum payment for 500 kms per engagement	\$0.5364 per km, and an extra \$269.07 per shift with a minimum payment for 500 kms per engagement	\$23.60

Loading / unloading - Casual

When an employee is undertaking loading and unloading duties incidental to driving they will get paid for a minimum of 1 hour for loading and 1 hour for unloading per trip.

Classification	Loading or unloading hourly pay rate	Public holiday - loading / unloading	Public holiday - Good Friday & Christmas Day - loading / unloading
Grade 1	\$32.11	\$32.11	\$32.11
Grade 2	\$32.71	\$32.71	\$32.71
Grade 3	\$33.11	\$33.11	\$33.11
Grade 4	\$33.49	\$33.49	\$33.49
Grade 5	\$33.98	\$33.98	\$33.98
Grade 6	\$34.98	\$34.98	\$34.98
Grade 7	\$35.55	\$35.55	\$35.55
Grade 8	\$36.44	\$36.44	\$36.44

Allowances

Allowances	Rate
Dangerous goods allowance - bulk goods	\$18.72 per day
Dangerous goods allowance - packaged goods	\$7.83 per day
Delayed due to breakdown or impassable highway allowance - Grade 1	\$20.80 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 2	\$21.18 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 3	\$21.45 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 4	\$21.70 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 5	\$22.01 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 6	\$22.65 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 7	\$23.03 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 8	\$23.60 per hour for a maximum of 8 hours per 24 hour period
Furniture carter allowance	\$0.53 per hour up to a maximum of \$19.95 per week
Livestock carter allowance	\$0.53 per hour up to a maximum of \$19.95 per week
Long vehicle allowance	\$3.63 per day
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 1	\$20.80 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 2	\$21.18 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3	\$21.45 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4	\$21.70 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5	\$22.01 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6	\$22.65 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7	\$23.03 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8	\$23.60 per hour
Protective clothing reimbursement	reimbursement of the cost of the protective clothing
Rental allowance - living at depot, yard or garage	an allowance equal to the rent charged by employer
Rental allowance - living in employer provided housing	\$3.35 less than the amount of rent charged by employer
Special clothing reimbursement	reimbursement of the cost of the special clothing
Temporary transfer to long distance driving allowance	\$10.22 per occasion
Training fees and textbook reimbursement	reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks

Allowances	Rate
Training travel costs reimbursement	reimbursement of any extra travel costs
Transport home allowance - after termination	reimbursement of any fares reasonably incurred in returning home, or provision of the means to return home
Travelling allowance	\$39.76 per occasion
Wide vehicle allowance	\$3.63 per day
Work diary reimbursement	reimbursement of the cost of the work diary

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](#) at www.fairwork.gov.au/our-commitment-to-you.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.