



Fair Work
OMBUDSMAN

Pay Guide - Road Transport (Long Distance Operations) Award

[MA000039]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 November 2020.

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

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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 3 (previously Grade 1)	\$828.40	\$32.31	\$21.80	\$32.31 per hour, with a minimum payment of 4 hours and an extra \$165.68 per shift	\$32.31 per hour, with a minimum payment of 4 hours and an extra \$248.52 per shift	\$21.80
Grade 4 (previously Grade 2)	\$843.70	\$32.90	\$22.20	\$32.90 per hour, with a minimum payment of 4 hours and an extra \$168.74 per shift	\$32.90 per hour, with a minimum payment of 4 hours and an extra \$253.11 per shift	\$22.20
Grade 5 (previously Grade 3)	\$854.30	\$33.32	\$22.48	\$33.32 per hour, with a minimum payment of 4 hours and an extra \$170.86 per shift	\$33.32 per hour, with a minimum payment of 4 hours and an extra \$256.29 per shift	\$22.48
Grade 6 (previously Grade 4)	\$864.10	\$33.70	\$22.74	\$33.70 per hour, with a minimum payment of 4 hours and an extra \$172.82 per shift	\$33.70 per hour, with a minimum payment of 4 hours and an extra \$259.23 per shift	\$22.74
Grade 7 (previously Grade 5)	\$876.70	\$34.19	\$23.07	\$34.19 per hour, with a minimum payment of 4 hours and an extra \$175.34 per shift	\$34.19 per hour, with a minimum payment of 4 hours and an extra \$263.01 per shift	\$23.07
Grade 8 (previously Grade 6)	\$902.10	\$35.18	\$23.74	\$35.18 per hour, with a minimum payment of 4 hours and an extra \$180.42 per shift	\$35.18 per hour, with a minimum payment of 4 hours and an extra \$270.63 per shift	\$23.74
Grade 9 (previously Grade 7)	\$917.30	\$35.77	\$24.14	\$35.77 per hour, with a minimum payment of 4 hours and an extra \$183.46 per shift	\$35.77 per hour, with a minimum payment of 4 hours and an extra \$275.19 per shift	\$24.14
Grade 10 (previously Grade 8)	\$940.00	\$36.66	\$24.74	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$188.00 per shift	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$282.00 per shift	\$24.74

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 3 (previously Grade 1)	\$0.4308	\$21.80	\$0.4308 per km, and an extra \$165.68 per shift with a minimum payment of 4 hours	\$0.4308 per km, and an extra \$248.52 per shift with a minimum payment of 4 hours	\$21.80
Grade 4 (previously Grade 2)	\$0.4387	\$22.20	\$0.4387 per km, and an extra \$168.74 per shift with a minimum payment of 4 hours	\$0.4387 per km, and an extra \$253.11 per shift with a minimum payment of 4 hours	\$22.20
Grade 5 (previously Grade 3)	\$0.4442	\$22.48	\$0.4442 per km, and an extra \$170.86 per shift with a minimum payment of 4 hours	\$0.4442 per km, and an extra \$256.29 per shift with a minimum payment of 4 hours	\$22.48
Grade 6 (previously Grade 4)	\$0.4493	\$22.74	\$0.4493 per km, and an extra \$172.82 per shift with a minimum payment of 4 hours	\$0.4493 per km, and an extra \$259.23 per shift with a minimum payment of 4 hours	\$22.74
Grade 7 (previously Grade 5)	\$0.4559	\$23.07	\$0.4559 per km, and an extra \$175.34 per shift with a minimum payment of 4 hours	\$0.4559 per km, and an extra \$263.01 per shift with a minimum payment of 4 hours	\$23.07
Grade 8 (previously Grade 6)	\$0.4691	\$23.74	\$0.4691 per km, and an extra \$180.42 per shift with a minimum payment of 4 hours	\$0.4691 per km, and an extra \$270.63 per shift with a minimum payment of 4 hours	\$23.74
Grade 9 (previously Grade 7)	\$0.477	\$24.14	\$0.477 per km, and an extra \$183.46 per shift with a minimum payment of 4 hours	\$0.477 per km, and an extra \$275.19 per shift with a minimum payment of 4 hours	\$24.14
Grade 10 (previously Grade 8)	\$0.4888	\$24.74	\$0.4888 per km, and an extra \$188.00 per shift with a minimum payment of 4 hours	\$0.4888 per km, and an extra \$282.00 per shift with a minimum payment of 4 hours	\$24.74

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 3 (previously Grade 1)	\$26.92	\$26.92 per hour	\$26.92 per hour
Grade 4 (previously Grade 2)	\$27.42	\$27.42 per hour	\$27.42 per hour
Grade 5 (previously Grade 3)	\$27.77	\$27.77 per hour	\$27.77 per hour
Grade 6 (previously Grade 4)	\$28.08	\$28.08 per hour	\$28.08 per hour
Grade 7 (previously Grade 5)	\$28.50	\$28.50 per hour	\$28.50 per hour
Grade 8 (previously Grade 6)	\$29.32	\$29.32 per hour	\$29.32 per hour
Grade 9 (previously Grade 7)	\$29.81	\$29.81 per hour	\$29.81 per hour
Grade 10 (previously Grade 8)	\$30.55	\$30.55 per hour	\$30.55 per hour

Hourly driving method - Part-time

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back	Overtime
Grade 3 (previously Grade 1)	\$32.31	\$32.31 per hour, with a minimum payment of 4 hours and an extra \$165.68 per shift	\$32.31 per hour, with a minimum payment of 4 hours and an extra \$248.52 per shift	\$21.80	\$37.16
Grade 4 (previously Grade 2)	\$32.90	\$32.90 per hour, with a minimum payment of 4 hours and an extra \$168.74 per shift	\$32.90 per hour, with a minimum payment of 4 hours and an extra \$253.11 per shift	\$22.20	\$37.84
Grade 5 (previously Grade 3)	\$33.32	\$33.32 per hour, with a minimum payment of 4 hours and an extra \$170.86 per shift	\$33.32 per hour, with a minimum payment of 4 hours and an extra \$256.29 per shift	\$22.48	\$38.32
Grade 6 (previously Grade 4)	\$33.70	\$33.70 per hour, with a minimum payment of 4 hours and an extra \$172.82 per shift	\$33.70 per hour, with a minimum payment of 4 hours and an extra \$259.23 per shift	\$22.74	\$38.76
Grade 7 (previously Grade 5)	\$34.19	\$34.19 per hour, with a minimum payment of 4 hours and an extra \$175.34 per shift	\$34.19 per hour, with a minimum payment of 4 hours and an extra \$263.01 per shift	\$23.07	\$39.32
Grade 8 (previously Grade 6)	\$35.18	\$35.18 per hour, with a minimum payment of 4 hours and an extra \$180.42 per shift	\$35.18 per hour, with a minimum payment of 4 hours and an extra \$270.63 per shift	\$23.74	\$40.46
Grade 9 (previously Grade 7)	\$35.77	\$35.77 per hour, with a minimum payment of 4 hours and an extra \$183.46 per shift	\$35.77 per hour, with a minimum payment of 4 hours and an extra \$275.19 per shift	\$24.14	\$41.14
Grade 10 (previously Grade 8)	\$36.66	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$188.00 per shift	\$36.66 per hour, with a minimum payment of 4 hours and an extra \$282.00 per shift	\$24.74	\$42.16

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 3 (previously Grade 1)	\$0.4308	\$0.4308 per km, and an extra \$165.68 per shift with a minimum payment of 4 hours	\$0.4308 per km, and an extra \$248.52 per shift with a minimum payment of 4 hours	\$21.80	\$0.50
Grade 4 (previously Grade 2)	\$0.4387	\$0.4387 per km, and an extra \$168.74 per shift with a minimum payment of 4 hours	\$0.4387 per km, and an extra \$253.11 per shift with a minimum payment of 4 hours	\$22.20	\$0.50
Grade 5 (previously Grade 3)	\$0.4442	\$0.4442 per km, and an extra \$170.86 per shift with a minimum payment of 4 hours	\$0.4442 per km, and an extra \$256.29 per shift with a minimum payment of 4 hours	\$22.48	\$0.51
Grade 6 (previously Grade 4)	\$0.4493	\$0.4493 per km, and an extra \$172.82 per shift with a minimum payment of 4 hours	\$0.4493 per km, and an extra \$259.23 per shift with a minimum payment of 4 hours	\$22.74	\$0.52
Grade 7 (previously Grade 5)	\$0.4559	\$0.4559 per km, and an extra \$175.34 per shift with a minimum payment of 4 hours	\$0.4559 per km, and an extra \$263.01 per shift with a minimum payment of 4 hours	\$23.07	\$0.52
Grade 8 (previously Grade 6)	\$0.4691	\$0.4691 per km, and an extra \$180.42 per shift with a minimum payment of 4 hours	\$0.4691 per km, and an extra \$270.63 per shift with a minimum payment of 4 hours	\$23.74	\$0.54
Grade 9 (previously Grade 7)	\$0.477	\$0.477 per km, and an extra \$183.46 per shift with a minimum payment of 4 hours	\$0.477 per km, and an extra \$275.19 per shift with a minimum payment of 4 hours	\$24.14	\$0.55
Grade 10 (previously Grade 8)	\$0.4888	\$0.4888 per km, and an extra \$188.00 per shift with a minimum payment of 4 hours	\$0.4888 per km, and an extra \$282.00 per shift with a minimum payment of 4 hours	\$24.74	\$0.56

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 3 (previously Grade 1)	\$26.92	\$26.92 per hour	\$26.92 per hour	\$30.96
Grade 4 (previously Grade 2)	\$27.42	\$27.42 per hour	\$27.42 per hour	\$31.53
Grade 5 (previously Grade 3)	\$27.77	\$27.77 per hour	\$27.77 per hour	\$31.94
Grade 6 (previously Grade 4)	\$28.08	\$28.08 per hour	\$28.08 per hour	\$32.29
Grade 7 (previously Grade 5)	\$28.50	\$28.50 per hour	\$28.50 per hour	\$32.78
Grade 8 (previously Grade 6)	\$29.32	\$29.32 per hour	\$29.32 per hour	\$33.72
Grade 9 (previously Grade 7)	\$29.81	\$29.81 per hour	\$29.81 per hour	\$34.28
Grade 10 (previously Grade 8)	\$30.55	\$30.55 per hour	\$30.55 per hour	\$35.13

Hourly driving method - Casual

Classification	Hourly pay rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back
Grade 3 (previously Grade 1)	\$37.16	\$37.16 per hour, with a minimum payment of 8 hours and an extra \$165.68 per shift	\$37.16 per hour, with a minimum payment of 8 hours and an extra \$248.52 per shift	\$21.80
Grade 4 (previously Grade 2)	\$37.84	\$37.84 per hour, with a minimum payment of 8 hours and an extra \$168.74 per shift	\$37.84 per hour, with a minimum payment of 8 hours and an extra \$253.11 per shift	\$22.20
Grade 5 (previously Grade 3)	\$38.32	\$38.32 per hour, with a minimum payment of 8 hours and an extra \$170.86 per shift	\$38.32 per hour, with a minimum payment of 8 hours and an extra \$256.29 per shift	\$22.48
Grade 6 (previously Grade 4)	\$38.76	\$38.76 per hour, with a minimum payment of 8 hours and an extra \$172.82 per shift	\$38.76 per hour, with a minimum payment of 8 hours and an extra \$259.23 per shift	\$22.74
Grade 7 (previously Grade 5)	\$39.32	\$39.32 per hour, with a minimum payment of 8 hours and an extra \$175.34 per shift	\$39.32 per hour, with a minimum payment of 8 hours and an extra \$263.01 per shift	\$23.07
Grade 8 (previously Grade 6)	\$40.46	\$40.46 per hour, with a minimum payment of 8 hours and an extra \$180.42 per shift	\$40.46 per hour, with a minimum payment of 8 hours and an extra \$270.63 per shift	\$23.74
Grade 9 (previously Grade 7)	\$41.14	\$41.14 per hour, with a minimum payment of 8 hours and an extra \$183.46 per shift	\$41.14 per hour, with a minimum payment of 8 hours and an extra \$275.19 per shift	\$24.14
Grade 10 (previously Grade 8)	\$42.16	\$42.16 per hour, with a minimum payment of 8 hours and an extra \$188.00 per shift	\$42.16 per hour, with a minimum payment of 8 hours and an extra \$282.00 per shift	\$24.74

Cents per kilometre driving method - Casual

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 3 (previously Grade 1)	\$0.4954	\$0.4954 per km, and an extra \$165.68 per shift with a minimum payment for 500 kms per engagement	\$0.4954 per km, and an extra \$248.52 per shift with a minimum payment for 500 kms per engagement	\$21.80
Grade 4 (previously Grade 2)	\$0.5045	\$0.5045 per km, and an extra \$168.74 per shift with a minimum payment for 500 kms per engagement	\$0.5045 per km, and an extra \$253.11 per shift with a minimum payment for 500 kms per engagement	\$22.20
Grade 5 (previously Grade 3)	\$0.5108	\$0.5108 per km, and an extra \$170.86 per shift with a minimum payment for 500 kms per engagement	\$0.5108 per km, and an extra \$256.29 per shift with a minimum payment for 500 kms per engagement	\$22.48
Grade 6 (previously Grade 4)	\$0.5167	\$0.5167 per km, and an extra \$172.82 per shift with a minimum payment for 500 kms per engagement	\$0.5167 per km, and an extra \$259.23 per shift with a minimum payment for 500 kms per engagement	\$22.74

Classification	Per km driving rate	Public holiday	Public holiday - Good Friday & Christmas Day	Call-back - per hour
Grade 7 (previously Grade 5)	\$0.5243	\$0.5243 per km, and an extra \$175.34 per shift with a minimum payment for 500 kms per engagement	\$0.5243 per km, and an extra \$263.01 per shift with a minimum payment for 500 kms per engagement	\$23.07
Grade 8 (previously Grade 6)	\$0.5395	\$0.5395 per km, and an extra \$180.42 per shift with a minimum payment for 500 kms per engagement	\$0.5395 per km, and an extra \$270.63 per shift with a minimum payment for 500 kms per engagement	\$23.74
Grade 9 (previously Grade 7)	\$0.5486	\$0.5486 per km, and an extra \$183.46 per shift with a minimum payment for 500 kms per engagement	\$0.5486 per km, and an extra \$275.19 per shift with a minimum payment for 500 kms per engagement	\$24.14
Grade 10 (previously Grade 8)	\$0.5621	\$0.5621 per km, and an extra \$188.00 per shift with a minimum payment for 500 kms per engagement	\$0.5621 per km, and an extra \$282.00 per shift with a minimum payment for 500 kms per engagement	\$24.74

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 3 (previously Grade 1)	\$33.65	\$33.65 per hour	\$33.65 per hour
Grade 4 (previously Grade 2)	\$34.28	\$34.28 per hour	\$34.28 per hour
Grade 5 (previously Grade 3)	\$34.71	\$34.71 per hour	\$34.71 per hour
Grade 6 (previously Grade 4)	\$35.10	\$35.10 per hour	\$35.10 per hour
Grade 7 (previously Grade 5)	\$35.63	\$35.63 per hour	\$35.63 per hour
Grade 8 (previously Grade 6)	\$36.65	\$36.65 per hour	\$36.65 per hour
Grade 9 (previously Grade 7)	\$37.26	\$37.26 per hour	\$37.26 per hour
Grade 10 (previously Grade 8)	\$38.19	\$38.19 per hour	\$38.19 per hour

Allowances

Allowances	Rate
Dangerous goods allowance - bulk goods	\$19.62 per day
Dangerous goods allowance - packaged goods	\$8.21 per day
Delayed due to breakdown or impassable highway allowance - Grade 3 (previously Grade 1)	\$21.80 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 4 (previously Grade 2)	\$22.20 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 5 (previously Grade 3)	\$22.48 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 6 (previously Grade 4)	\$22.74 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 7 (previously Grade 5)	\$23.07 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 8 (previously Grade 6)	\$23.74 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 9 (previously Grade 7)	\$24.14 per hour for a maximum of 8 hours per 24 hour period
Delayed due to breakdown or impassable highway allowance - Grade 10 (previously Grade 8)	\$24.74 per hour for a maximum of 8 hours per 24 hour period
Furniture carter allowance	\$0.55 per hour up to a maximum of \$20.91 per week
Livestock carter allowance	\$0.55 per hour up to a maximum of \$20.91 per week
Long vehicle allowance	\$3.80 per day
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 3 (previously Grade 1)	\$21.80 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 4 (previously Grade 2)	\$22.20 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 5 (previously Grade 3)	\$22.48 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 6 (previously Grade 4)	\$22.74 per hour

Allowances	Rate
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 7 (previously Grade 5)	\$23.07 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 8 (previously Grade 6)	\$23.74 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 9 (previously Grade 7)	\$24.14 per hour
On-call allowance - full-time and part-time employees on call in second week after already earning guaranteed fortnightly payment - Grade 10 (previously Grade 8)	\$24.74 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	\$3.36 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	\$10.71 per occasion
Training fees and textbook reimbursement	reimbursement of any costs associated with standard fees for prescribed courses and prescribed textbooks
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	\$41.26 per occasion
Wide vehicle allowance	\$3.80 per day
Work diary reimbursement	reimbursement of the cost of the work diary

Disclaimer

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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](https://www.fairwork.gov.au/awards) 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](https://www.fairwork.gov.au/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.

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