



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 2021.

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) | \$849.10 | \$33.11 | \$22.34 | \$33.11 per hour, with a minimum payment of 4 hours and an extra \$169.82 per shift | \$33.11 per hour, with a minimum payment of 4 hours and an extra \$254.73 per shift | \$22.34 |
| Grade 4 (previously Grade 2) | \$864.80 | \$33.73 | \$22.76 | \$33.73 per hour, with a minimum payment of 4 hours and an extra \$172.96 per shift | \$33.73 per hour, with a minimum payment of 4 hours and an extra \$259.44 per shift | \$22.76 |
| Grade 5 (previously Grade 3) | \$875.70 | \$34.15 | \$23.04 | \$34.15 per hour, with a minimum payment of 4 hours and an extra \$175.14 per shift | \$34.15 per hour, with a minimum payment of 4 hours and an extra \$262.71 per shift | \$23.04 |
| Grade 6 (previously Grade 4) | \$885.70 | \$34.54 | \$23.31 | \$34.54 per hour, with a minimum payment of 4 hours and an extra \$177.14 per shift | \$34.54 per hour, with a minimum payment of 4 hours and an extra \$265.71 per shift | \$23.31 |
| Grade 7 (previously Grade 5) | \$898.60 | \$35.05 | \$23.65 | \$35.05 per hour, with a minimum payment of 4 hours and an extra \$179.72 per shift | \$35.05 per hour, with a minimum payment of 4 hours and an extra \$269.58 per shift | \$23.65 |
| Grade 8 (previously Grade 6) | \$924.70 | \$36.06 | \$24.33 | \$36.06 per hour, with a minimum payment of 4 hours and an extra \$184.94 per shift | \$36.06 per hour, with a minimum payment of 4 hours and an extra \$277.41 per shift | \$24.33 |
| Grade 9 (previously Grade 7) | \$940.20 | \$36.67 | \$24.74 | \$36.67 per hour, with a minimum payment of 4 hours and an extra \$188.04 per shift | \$36.67 per hour, with a minimum payment of 4 hours and an extra \$282.06 per shift | \$24.74 |
| Grade 10 (previously Grade 8) | \$963.50 | \$37.58 | \$25.36 | \$37.58 per hour, with a minimum payment of 4 hours and an extra \$192.70 per shift | \$37.58 per hour, with a minimum payment of 4 hours and an extra \$289.05 per shift | \$25.36 |

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) | \$0.4415 | \$22.34 | \$0.4415 per km, and an extra \$169.82 per shift with a minimum payment of 4 hours | \$0.4415 per km, and an extra \$254.73 per shift with a minimum payment of 4 hours | \$22.34 |
| Grade 4 (previously Grade 2) | \$0.4497 | \$22.76 | \$0.4497 per km, and an extra \$172.96 per shift with a minimum payment of 4 hours | \$0.4497 per km, and an extra \$259.44 per shift with a minimum payment of 4 hours | \$22.76 |
| Grade 5 (previously Grade 3) | \$0.4554 | \$23.04 | \$0.4554 per km, and an extra \$175.14 per shift with a minimum payment of 4 hours | \$0.4554 per km, and an extra \$262.71 per shift with a minimum payment of 4 hours | \$23.04 |
| Grade 6 (previously Grade 4) | \$0.4606 | \$23.31 | \$0.4606 per km, and an extra \$177.14 per shift with a minimum payment of 4 hours | \$0.4606 per km, and an extra \$265.71 per shift with a minimum payment of 4 hours | \$23.31 |
| Grade 7 (previously Grade 5) | \$0.4673 | \$23.65 | \$0.4673 per km, and an extra \$179.72 per shift with a minimum payment of 4 hours | \$0.4673 per km, and an extra \$269.58 per shift with a minimum payment of 4 hours | \$23.65 |
| Grade 8 (previously Grade 6) | \$0.4808 | \$24.33 | \$0.4808 per km, and an extra \$184.94 per shift with a minimum payment of 4 hours | \$0.4808 per km, and an extra \$277.41 per shift with a minimum payment of 4 hours | \$24.33 |
| Grade 9 (previously Grade 7) | \$0.4889 | \$24.74 | \$0.4889 per km, and an extra \$188.04 per shift with a minimum payment of 4 hours | \$0.4889 per km, and an extra \$282.06 per shift with a minimum payment of 4 hours | \$24.74 |
| Grade 10 (previously Grade 8) | \$0.501 | \$25.36 | \$0.501 per km, and an extra \$192.70 per shift with a minimum payment of 4 hours | \$0.501 per km, and an extra \$289.05 per shift with a minimum payment of 4 hours | \$25.36 |

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) | \$27.60 | \$27.60 per hour | \$27.60 per hour |
| Grade 4 (previously Grade 2) | \$28.11 | \$28.11 per hour | \$28.11 per hour |
| Grade 5 (previously Grade 3) | \$28.46 | \$28.46 per hour | \$28.46 per hour |
| Grade 6 (previously Grade 4) | \$28.78 | \$28.78 per hour | \$28.78 per hour |
| Grade 7 (previously Grade 5) | \$29.21 | \$29.21 per hour | \$29.21 per hour |
| Grade 8 (previously Grade 6) | \$30.06 | \$30.06 per hour | \$30.06 per hour |
| Grade 9 (previously Grade 7) | \$30.56 | \$30.56 per hour | \$30.56 per hour |
| Grade 10 (previously Grade 8) | \$31.32 | \$31.32 per hour | \$31.32 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) | \$33.11 | \$33.11 per hour, with a minimum payment of 4 hours and an extra \$169.82 per shift | \$33.11 per hour, with a minimum payment of 4 hours and an extra \$254.73 per shift | \$22.34 | \$38.08 |
| Grade 4 (previously Grade 2) | \$33.73 | \$33.73 per hour, with a minimum payment of 4 hours and an extra \$172.96 per shift | \$33.73 per hour, with a minimum payment of 4 hours and an extra \$259.44 per shift | \$22.76 | \$38.79 |
| Grade 5 (previously Grade 3) | \$34.15 | \$34.15 per hour, with a minimum payment of 4 hours and an extra \$175.14 per shift | \$34.15 per hour, with a minimum payment of 4 hours and an extra \$262.71 per shift | \$23.04 | \$39.27 |
| Grade 6 (previously Grade 4) | \$34.54 | \$34.54 per hour, with a minimum payment of 4 hours and an extra \$177.14 per shift | \$34.54 per hour, with a minimum payment of 4 hours and an extra \$265.71 per shift | \$23.31 | \$39.72 |
| Grade 7 (previously Grade 5) | \$35.05 | \$35.05 per hour, with a minimum payment of 4 hours and an extra \$179.72 per shift | \$35.05 per hour, with a minimum payment of 4 hours and an extra \$269.58 per shift | \$23.65 | \$40.31 |
| Grade 8 (previously Grade 6) | \$36.06 | \$36.06 per hour, with a minimum payment of 4 hours and an extra \$184.94 per shift | \$36.06 per hour, with a minimum payment of 4 hours and an extra \$277.41 per shift | \$24.33 | \$41.47 |
| Grade 9 (previously Grade 7) | \$36.67 | \$36.67 per hour, with a minimum payment of 4 hours and an extra \$188.04 per shift | \$36.67 per hour, with a minimum payment of 4 hours and an extra \$282.06 per shift | \$24.74 | \$42.17 |
| Grade 10 (previously Grade 8) | \$37.58 | \$37.58 per hour, with a minimum payment of 4 hours and an extra \$192.70 per shift | \$37.58 per hour, with a minimum payment of 4 hours and an extra \$289.05 per shift | \$25.36 | \$43.22 |

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) | \$0.4415 | \$0.4415 per km, and an extra \$169.82 per shift with a minimum payment of 4 hours | \$0.4415 per km, and an extra \$254.73 per shift with a minimum payment of 4 hours | \$22.34 | \$0.51 |
| Grade 4 (previously Grade 2) | \$0.4497 | \$0.4497 per km, and an extra \$172.96 per shift with a minimum payment of 4 hours | \$0.4497 per km, and an extra \$259.44 per shift with a minimum payment of 4 hours | \$22.76 | \$0.52 |
| Grade 5 (previously Grade 3) | \$0.4554 | \$0.4554 per km, and an extra \$175.14 per shift with a minimum payment of 4 hours | \$0.4554 per km, and an extra \$262.71 per shift with a minimum payment of 4 hours | \$23.04 | \$0.52 |
| Grade 6 (previously Grade 4) | \$0.4606 | \$0.4606 per km, and an extra \$177.14 per shift with a minimum payment of 4 hours | \$0.4606 per km, and an extra \$265.71 per shift with a minimum payment of 4 hours | \$23.31 | \$0.53 |
| Grade 7 (previously Grade 5) | \$0.4673 | \$0.4673 per km, and an extra \$179.72 per shift with a minimum payment of 4 hours | \$0.4673 per km, and an extra \$269.58 per shift with a minimum payment of 4 hours | \$23.65 | \$0.54 |
| Grade 8 (previously Grade 6) | \$0.4808 | \$0.4808 per km, and an extra \$184.94 per shift with a minimum payment of 4 hours | \$0.4808 per km, and an extra \$277.41 per shift with a minimum payment of 4 hours | \$24.33 | \$0.55 |
| Grade 9 (previously Grade 7) | \$0.4889 | \$0.4889 per km, and an extra \$188.04 per shift with a minimum payment of 4 hours | \$0.4889 per km, and an extra \$282.06 per shift with a minimum payment of 4 hours | \$24.74 | \$0.56 |
| Grade 10 (previously Grade 8) | \$0.501 | \$0.501 per km, and an extra \$192.70 per shift with a minimum payment of 4 hours | \$0.501 per km, and an extra \$289.05 per shift with a minimum payment of 4 hours | \$25.36 | \$0.58 |

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) | \$27.60 | \$27.60 per hour | \$27.60 per hour | \$31.74 |
| Grade 4 (previously Grade 2) | \$28.11 | \$28.11 per hour | \$28.11 per hour | \$32.33 |
| Grade 5 (previously Grade 3) | \$28.46 | \$28.46 per hour | \$28.46 per hour | \$32.73 |
| Grade 6 (previously Grade 4) | \$28.78 | \$28.78 per hour | \$28.78 per hour | \$33.10 |
| Grade 7 (previously Grade 5) | \$29.21 | \$29.21 per hour | \$29.21 per hour | \$33.59 |
| Grade 8 (previously Grade 6) | \$30.06 | \$30.06 per hour | \$30.06 per hour | \$34.57 |
| Grade 9 (previously Grade 7) | \$30.56 | \$30.56 per hour | \$30.56 per hour | \$35.14 |
| Grade 10 (previously Grade 8) | \$31.32 | \$31.32 per hour | \$31.32 per hour | \$36.02 |

Hourly driving method - Casual

| Classification | Hourly pay rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back |
|-------------------------------|-----------------|---|---|-----------|
| Grade 3 (previously Grade 1) | \$38.08 | \$38.08 per hour, with a minimum payment of 8 hours and an extra \$169.82 per shift | \$38.08 per hour, with a minimum payment of 8 hours and an extra \$254.73 per shift | \$22.34 |
| Grade 4 (previously Grade 2) | \$38.79 | \$38.79 per hour, with a minimum payment of 8 hours and an extra \$172.96 per shift | \$38.79 per hour, with a minimum payment of 8 hours and an extra \$259.44 per shift | \$22.76 |
| Grade 5 (previously Grade 3) | \$39.27 | \$39.27 per hour, with a minimum payment of 8 hours and an extra \$175.14 per shift | \$39.27 per hour, with a minimum payment of 8 hours and an extra \$262.71 per shift | \$23.04 |
| Grade 6 (previously Grade 4) | \$39.72 | \$39.72 per hour, with a minimum payment of 8 hours and an extra \$177.14 per shift | \$39.72 per hour, with a minimum payment of 8 hours and an extra \$265.71 per shift | \$23.31 |
| Grade 7 (previously Grade 5) | \$40.31 | \$40.31 per hour, with a minimum payment of 8 hours and an extra \$179.72 per shift | \$40.31 per hour, with a minimum payment of 8 hours and an extra \$269.58 per shift | \$23.65 |
| Grade 8 (previously Grade 6) | \$41.47 | \$41.47 per hour, with a minimum payment of 8 hours and an extra \$184.94 per shift | \$41.47 per hour, with a minimum payment of 8 hours and an extra \$277.41 per shift | \$24.33 |
| Grade 9 (previously Grade 7) | \$42.17 | \$42.17 per hour, with a minimum payment of 8 hours and an extra \$188.04 per shift | \$42.17 per hour, with a minimum payment of 8 hours and an extra \$282.06 per shift | \$24.74 |
| Grade 10 (previously Grade 8) | \$43.22 | \$43.22 per hour, with a minimum payment of 8 hours and an extra \$192.70 per shift | \$43.22 per hour, with a minimum payment of 8 hours and an extra \$289.05 per shift | \$25.36 |

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) | \$0.5077 | \$0.5077 per km, and an extra \$169.82 per shift with a minimum payment for 500 kms per engagement | \$0.5077 per km, and an extra \$254.73 per shift with a minimum payment for 500 kms per engagement | \$22.34 |
| Grade 4 (previously Grade 2) | \$0.5172 | \$0.5172 per km, and an extra \$172.96 per shift with a minimum payment for 500 kms per engagement | \$0.5172 per km, and an extra \$259.44 per shift with a minimum payment for 500 kms per engagement | \$22.76 |
| Grade 5 (previously Grade 3) | \$0.5237 | \$0.5237 per km, and an extra \$175.14 per shift with a minimum payment for 500 kms per engagement | \$0.5237 per km, and an extra \$262.71 per shift with a minimum payment for 500 kms per engagement | \$23.04 |
| Grade 6 (previously Grade 4) | \$0.5297 | \$0.5297 per km, and an extra \$177.14 per shift with a minimum payment for 500 kms per engagement | \$0.5297 per km, and an extra \$265.71 per shift with a minimum payment for 500 kms per engagement | \$23.31 |

| Classification | Per km driving rate | Public holiday | Public holiday - Good Friday & Christmas Day | Call-back - per hour |
|-------------------------------|----------------------------|--|--|-----------------------------|
| Grade 7 (previously Grade 5) | \$0.5374 | \$0.5374 per km, and an extra \$179.72 per shift with a minimum payment for 500 kms per engagement | \$0.5374 per km, and an extra \$269.58 per shift with a minimum payment for 500 kms per engagement | \$23.65 |
| Grade 8 (previously Grade 6) | \$0.5529 | \$0.5529 per km, and an extra \$184.94 per shift with a minimum payment for 500 kms per engagement | \$0.5529 per km, and an extra \$277.41 per shift with a minimum payment for 500 kms per engagement | \$24.33 |
| Grade 9 (previously Grade 7) | \$0.5622 | \$0.5622 per km, and an extra \$188.04 per shift with a minimum payment for 500 kms per engagement | \$0.5622 per km, and an extra \$282.06 per shift with a minimum payment for 500 kms per engagement | \$24.74 |
| Grade 10 (previously Grade 8) | \$0.5762 | \$0.5762 per km, and an extra \$192.70 per shift with a minimum payment for 500 kms per engagement | \$0.5762 per km, and an extra \$289.05 per shift with a minimum payment for 500 kms per engagement | \$25.36 |

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) | \$34.50 | \$34.50 per hour | \$34.50 per hour |
| Grade 4 (previously Grade 2) | \$35.14 | \$35.14 per hour | \$35.14 per hour |
| Grade 5 (previously Grade 3) | \$35.58 | \$35.58 per hour | \$35.58 per hour |
| Grade 6 (previously Grade 4) | \$35.98 | \$35.98 per hour | \$35.98 per hour |
| Grade 7 (previously Grade 5) | \$36.51 | \$36.51 per hour | \$36.51 per hour |
| Grade 8 (previously Grade 6) | \$37.58 | \$37.58 per hour | \$37.58 per hour |
| Grade 9 (previously Grade 7) | \$38.20 | \$38.20 per hour | \$38.20 per hour |
| Grade 10 (previously Grade 8) | \$39.15 | \$39.15 per hour | \$39.15 per hour |

Allowances

| Allowances | Rate |
|--|--|
| Dangerous goods allowance - bulk goods | \$20.11 per day |
| Dangerous goods allowance - packaged goods | \$8.41 per day |
| Delayed due to breakdown or impassable highway allowance - Grade 3 (previously Grade 1) | \$22.34 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) | \$22.76 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) | \$23.04 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) | \$23.31 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) | \$23.65 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) | \$24.33 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) | \$24.74 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) | \$25.36 per hour for a maximum of 8 hours per 24 hour period |
| Furniture carter allowance | \$0.56 per hour up to a maximum of \$21.43 per week |
| Livestock carter allowance | \$0.56 per hour up to a maximum of \$21.43 per week |
| Long vehicle allowance | \$3.90 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) | \$22.34 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) | \$22.76 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) | \$23.04 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) | \$23.31 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) | \$23.65 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) | \$24.33 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) | \$24.74 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) | \$25.36 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 | \$10.98 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 | \$43.06 per occasion |
| Wide vehicle allowance | \$3.90 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](http://www.fairwork.gov.au/our-commitment-to-you) 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](http://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](http://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.

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