MOTOR TRADE ASSOCIATION

Wage & Classification Schedule

1 July 2026

Road Transport and Distribution Award 2020 Wage Schedule 2026-2027

Wage & Classification Schedule - 2026

Operative from 1 July 2026

(Effective from - First full pay period commencing on or after 1 July 2026)

DISCLAIMER: This information is current at 22 June 2026. The MTA has taken all reasonable care in preparing this information, however, it is provided as a guide only. You should seek specific advice from a member of the MTA Workplace Relations team before acting. The MTA will in no way be liable to you or anyone else for any loss, however caused (including through negligence) which may be directly or indirectly suffered in connection with the use of this information.

General Notes:

1. The new wage rates and allowances in this Wage & Classification Schedule is to give effect to the 2026 Annual Wage Review Determination.

2. The Road Transport and Distribution Award 2020 (the Award) and the National Employment Standards (NES) contain the minimum conditions of employment for employees covered by this Award.

3. Further enquiries, contact the MTA – Workplace Relations Team on (08) 8291 2000.

Road Transport and Distribution Award 2020 Wage Schedule 2026-2027

Road Transport and Distribution Award 2020

Clause 17.1 – Minimum Adult Rates

Clause 17.1 (a), Transport Worker Adult Employees Hourly, Weekly, Casual Rates (Monday-Friday)

Classification Levels	Hourly Rate $	Weekly Rate $	Casual Hourly Rate (25% loading) $
Transport Worker Grade 1	26.87	1021.00	33.59
Transport Worker Grade 2	27.51	1045.50	34.39
Transport Worker Grade 3	27.83	1057.60	34.79
Transport Worker Grade 4	28.32	1076.20	35.40
Transport Worker Grade 5	28.67	1089.60	35.84
Transport Worker Grade 6	29.00	1102.00	36.25
Transport Worker Grade 7	29.42	1118.00	36.78
Transport Worker Grade 8	30.28	1150.50	37.85
Transport Worker Grade 9	30.78	1169.70	38.48
Transport Worker Grade 10	31.55	1198.80	39.44

Clause 17.1 (b), Distribution Facility Employee Adult Employees Hourly, Weekly, Casual Rates (Monday-Friday)

Classification Levels	Hourly Rate $	Weekly Rate $	Casual Hourly Rate (25% loading) $
Distribution Facility Employee Level 1	27.83	1057.60	34.79
Distribution Facility Employee Level 2	28.32	1076.20	35.40
Distribution Facility Employee Level 3	29.42	1118.00	36.78
Distribution Facility Employee Level 4	30.78	1169.70	38.48

Work on Saturday and public holidays is paid at 150% of the ordinary hourly rate, Sunday and Good Friday and Christmas Day at 200%.

Wage-related Allowances

Allowance	Clause	% of standard rate	$	Payable
Driver of low loader with GCM over 43 tonnes—for each extra tonne1	19.3(b)(i)	0.18	1.90	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 100 tonnes and up to 150 tonnes1	19.3(b)(ii)	2.18	23.06	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes in excess of 150 tonnes and up to 200 tonnes1	19.3(b)(ii)	2.09	22.10	per week
Driver of multi-axle platform trailing equipment with carrying capacity in excess of 100 tonnes—for each extra 10 tonnes between 200 and 300 tonnes1	19.3(b)(ii)	2.04	21.58	per week
Leading hand (except leading loader) in charge of—3 to 10 employees	19.3(c)	4.72	49.92	per week
Leading hand (except leading loader) in charge of—11 to 20 employees	19.3(c)	7.03	74.35	per week
Leading hand (except leading loader) in charge of—More than 20 employees	19.3(c)	8.93	94.44	per week
Motor vehicle—length in excess of legislated limit	19.3(d)(i)	0.46	4.86	per day
Motor vehicle—truck loading crane mounted on vehicle	19.3(d)(ii)	0.46	4.86	per day
Motor vehicle—side-lifter crane mounted on vehicle	19.3(d)(iii)	0.46	4.86	per day
Motor vehicle—width (and/or load) in excess of 3.5m	19.3(d)(iv)	0.46	4.86	per day
Furniture carter allowance	19.3(d)(v)	2.59	27.39	per week
Livestock carter allowance	19.3(d)(vi)	2.59	27.39	per week
Sanitary vehicle allowance	19.3(d)(vii)	2.92	30.88	per week
Garbage collection allowance	19.3(d)(viii)	2.39	25.28	per week
Driver-salesperson allowance	19.3(d)(ix)	2.19	23.16	per week
Carbon black allowance	19.3(d)(x)	0.28	2.96	per day
Offensive material allowance	19.3(d)(xi)	0.36	3.81	per day
Dirty material allowance	19.3(d)(xii)	0.06	0.63	per hour

Tar handling allowance	19.3(d)(xiii)	0.45	4.76	per week
Coffin handling allowance	19.3(d)(xiv)	0.38	4.02	per coffin
Money handling allowance—Up to $20	19.3(e)	0.23	2.43	per week
Money handling allowance—Over $20 but not exceeding $200	19.3(e)	0.45	4.76	per week
Money handling allowance—Over $200 but not exceeding $600	19.3(e)	0.77	8.14	per week
Money handling allowance—Over $600 but not exceeding $1000	19.3(e)	1.0	10.58	per week
Money handling allowance—Over $1000 but not exceeding $1200	19.3(e)	1.41	14.91	per week
Money handling allowance—Over $1200 but not exceeding $1600	19.3(e)	2.18	23.06	per week
Money handling allowance—Over $1600 but not exceeding $2000	19.3(e)	2.41	25.49	per week
Money handling allowance—Over $2000	19.3(e)	2.74	28.98	per week
Bulk dangerous goods allowance	19.3(f)(i)	2.37	25.07	per day
Packaged dangerous goods allowance	19.3(f)(ii)	0.99	10.47	per day
First aid allowance	19.3(g)	1.6	16.92	per week

Expense-related Allowances

Travelling Allowance (Clause 19.5(a)) - $41.03 per day

Housing Allowance – this amount less than the amount of rent charged (Clause 19.5(d)) - $4.49

Meal Allowance (Clause 19.5(f)) - $20.32 per meal.

Schedule A—Classification Definitions for Distribution Facility Employees

A.1 Distribution facility employee level 1

A.1.1 Skills/Duties

(a) Responsible for the quality of their own work subject to detailed direction.

(b) Works in a team environment and/or under routine supervision.

(c) Undertakes duties in a safe and responsible manner.

(d) Exercises discretion within their level of skills and training.

(e) Possesses basic interpersonal and communication skills.

(f) Must be competent to perform one or more of the following tasks/duties:

(i) storing and packing of goods and materials in accordance with appropriate procedures and/or regulations;

(ii) preparation and receipt of appropriate documentation including liaison with suppliers;

(iii) allocating and retrieving goods from specific warehouse areas;

(iv) basic visual display unit (VDU) operation;

(v) periodic housekeeping and stock-checks; or

(vi) operating company small delivery vehicle.

A.2 Distribution facility employee level 2

A.2.1 Skills/Duties

(a) Able to work from complex instructions and procedures.

(b) Able to co-ordinate work in a team environment under limited supervision.

(c) Responsible for the quality of their own work.

(d) Possesses sound interpersonal and communication skills.

(e) Must be competent to perform one or more of the following tasks/duties:

(i) inventory and distribution facility control, including:

- licensed operation of all appropriate materials handling equipment;
- use of tools and equipment within the warehouse (basic non-trades maintenance);

(ii) VDU operation; or

(iii) Operation of 3 to 6 tonne truck.

(f) In addition to the above, may possess a duly recognised first aid certificate.

A.3 Distribution facility employee level 3

A.3.1 Skills/Duties

(a) Understands and is responsible for quality control standards.

(b) Possesses an advanced level of interpersonal and communication skills.

(c) Has competent keyboard skills.

(d) Has sound working knowledge of all distribution facility duties performed at levels below this grade, exercises discretion within scope of this grade.

(e) May perform work requiring minimal supervision either individually or in a team environment.

(f) Must be competent to perform one or more of the following tasks/duties:

(i) use of a VDU for purposes such as the maintenance of a deposit storage system, information input/retrieval, etc;

(ii) operation of all materials handling equipment under license, where required;

(iii) development and refinement of a distribution facility layout including proper location of goods and their receipt and dispatch; or

(iv) operation of a truck with a capacity in excess of 6 tonnes up to and including 13.9 tonnes GVM.

(g) In addition to the above, may be responsible for the proper application and maintenance of appropriate work health and safety standards.

A.4 Distribution facility employee level 4

A.4.1 Skills/Duties

(a) Implements quality control techniques and procedures.

(b) Understands and is responsible for a distribution facility or a large section of a distribution facility.

(c) Possesses a highly developed level of interpersonal and communication skills.

(d) Ability to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and induction.

(e) Exercises discretion within the scope of this level.

(f) Exercises skills attained through the successful completion of an appropriate certificate and must be competent to perform one or more of the following tasks or combination of tasks:

(i) liaising with management, suppliers and customers with respect to distribution facility operations;

(ii) detailing and co-ordinating activities of other distribution facility workers; or

(iii) maintaining control registers including inventory control and being responsible for the preparation and reconciliation of regular reports or stock movement, dispatches, etc.

Schedule B—Classification Structure

Transport worker grade	Classification
1	General hand: greaser and cleaner, yardperson, vehicle washer and detailer, motor driver's assistant/furniture remover's assistant
	Loader—other than freight forwarder
	Courier—foot or bicycle
2	Loader—freight forwarder
	Tow motor driver
	Driver of a rigid vehicle (including a motorcycle) not exceeding 4.5 tonnes GVM
3	Driver of a fork-lift up to and including 5 tonnes lifting capacity
	Driver of a two-axle rigid vehicle on any other rigid vehicle exceeding 4.5 tonnes, but not exceeding 13.9 tonnes GVM unless by special permit or registration such vehicle may be up to 15 tonnes GVM
	Driver of a concrete mixer up to and including 2 cubic metre bowl
	Distribution facility employee level 1
4	Driver of a 3-axle rigid vehicle exceeding 13.9 tonnes GVM
	Driver oil tractor
	Radio operator
	Driver of fork-lift with a lifting capacity in excess of 5 tonnes and up to and including 10 tonnes
	Weighbridge attendant
	Driver of a straddle truck
	Driver of a concrete mixer over 2 cubic metre bowl and up to 4.9 cubic metre bowl
	Crane chaser/dogger
	Distribution facility employee level 2

5	Driver of a fork-lift with a lifting capacity in excess of 10 tonnes and up to 34 tonnes
	Driver of a rigid vehicle with 4 or more axles and a GVM exceeding 13.9 tonnes
	Driver of a rigid vehicle and heavy trailer combination with three axles and a GCM of 22.4 tonnes or less
	Driver of an articulated vehicle with three axles and a GCM of 22.4 tonnes or less
	Driver of a concrete mixer with a 5 cubic metre bowl and over
6	Driver of a rigid vehicle and a heavy trailer combination with more than three axles and a GCM greater than 22.4 tonnes up to and including 53.4 tonnes
	Driver of a mobile crane lifting up to and including 25 tonnes
	Driver of an articulated vehicle with more than three axles and a GCM greater than 22.4 tonnes
	Driver of a low loader with a GCM up to and including 43 tonnes
	Driver of a forklift with a lifting capacity over 34 tonnes
	Transport rigger
7	Driver of a double articulated vehicle up to and including 53.4 tonnes GCM—including B-Doubles
	Driver of a low loader with a GCM exceeding 43 tonnes
	Provided that no load will exceed the limit prescribed by or under any State or Territory legislation
	Distribution facility employee level 3
8	Driver of a mobile crane with a lifting capacity over 25 tonnes and up to 50 tonnes
	Driver of a rigid vehicle and trailer(s) or double articulated vehicle exceeding 53.4 tonnes GCM including B-Doubles
	Driver of a multi-axle platform trailing equipment with a carrying capacity up to and including 70 tonnes

9	Driver of a mobile crane with a lifting capacity over 50 tonnes
	Driver of a gantry crane
	Driver of a rigid vehicle with trailer combinations or articulated vehicle with trailer combinations exceeding 94 tonnes GCM
	Distribution facility employee level 4
	Aerodrome attendant
10	Driver of a multi-axle platform trailing equipment with a carrying capacity over 70 tonnes.