

The ACAPMA Quick Reference Guide

Vehicle Manufacturing, Repair, Services and Retail Award 2010

Pay Rates and Allowances

Produced for Members – these Quick Reference Guides cover only the general wages rates and common allowances and as such are not a comprehensive representation of all conditions of employment. For more details on the Award please use the link below or call ACAPMA on 1300 160 270.

For those employing retail staff at a service station/truckstop/roadhouse, the Modern Award is the Vehicle Manufacturing, Repair, Services and Retail Award 2010 MA 000089.

The latest version of the Award can be located at the following link
http://www.fwa.gov.au/documents/modern_awards/award/ma000089/default.htm

Wage Rates

Permanent - Adult

Wage Group Level	New Minimum Weekly Rate from 1/7/2011 Section 33.4	Hourly Rate
	[Old Rate + NWC Increase]	[New Weekly Rate / 38]
R1	\$ 589.30	\$ 15.51
R2	\$ 606.40	\$ 15.96
R3	\$ 629.70	\$ 16.57
R4	\$ 651.30	\$ 17.14
R5	\$ 667.30	\$ 17.56
R6	\$ 686.20	\$ 18.06

Permanent employee ordinary hours on Saturday, Sunday and Public Holidays	
	Section 43.3
Saturday	Ordinary until noon, time and a half thereafter
Sunday	Time and a half
Public Holidays	Ordinary time for hours worked plus ordinary rate of pay for that day

Permanent employee overtime	
	Section 43.4
Sunday	Double Time
Public Holiday	Double Time
All other times	Time and a half for three hours then Double Time thereafter

Casual

Console operators – Section 36.3

Rate per hour for Casual console operators or roadhouse attendants (not takeaway)	20 years and over	19 Years	18 Years	17 Years	16 years and under
	100%	75%	62.50%	50%	47.50%
Monday to Friday	\$ 22.48	\$ 16.86	\$ 14.05	\$ 11.24	\$ 10.68
Saturday, Sunday and Public Holidays	\$ 29.22	\$ 21.92	\$ 18.26	\$ 14.61	\$ 13.88
Overtime	\$ 12.75	\$ 9.56	\$ 7.97	\$ 6.38	\$ 6.06

Roadhouse attendants if cooking primarily OTHER THAN takeaway – Section 36.3

Rate per hour for Casual console operators or roadhouse attendants (not takeaway)	20 years and over	19 Years	18 Years	17 Years	16 years and under
	100%	75%	62.50%	50%	47.50%
Monday to Friday	\$ 22.48	\$ 16.86	\$ 14.05	\$ 11.24	\$ 10.68
Saturday, Sunday and Public Holidays	\$ 29.22	\$ 21.92	\$ 18.26	\$ 14.61	\$ 13.88
Overtime	\$ 12.75	\$ 9.56	\$ 7.97	\$ 6.38	\$ 6.06

Roadhouse attendants if cooking primarily takeaway – Section 36.2

Rate per hour for Casual roadhouse attendants (takeaway)	20 years and over	19 Years	18 Years	17 Years	16 years and under
	100%	75%	62.50%	50%	47.50%
Monday to Friday	\$ 21.03	\$ 15.77	\$ 13.14	\$ 10.52	\$ 9.99
Saturday, Sunday and Public Holidays	\$ 27.43	\$ 20.57	\$ 17.14	\$ 13.72	\$ 13.03
Overtime	\$ 11.71	\$ 8.78	\$ 7.32	\$ 5.86	\$ 5.56

Driveway attendants – Section 36.1

Rate per hour for Casual driveway attendants	20 years and over	19 Years	18 Years	17 Years	16 years and under
	100%	75%	62.50%	50%	47.50%
Monday to Friday	\$ 20.43	\$ 15.32	\$ 12.77	\$ 10.22	\$ 9.70
Saturday, Sunday and Public Holidays	\$ 26.66	\$ 20.00	\$ 16.66	\$ 13.33	\$ 12.66
Overtime	\$ 11.38	\$ 8.54	\$ 7.11	\$ 5.69	\$ 5.41

Things to note

The wage rates shown refer to Adult rates. For Junior Rates for full-time/part-time employees – see Section 33.7.c. Apprentice and Trainee Wage Rates differ from those displayed above. For assistance with Apprentice Wage Rates please call 1300 160 270.

Employees under the age of 18 years will not work unsupervised between the hours of 7:00pm or 9:00pm and must not be employed between the hours of 9:00pm and 6:30am – Section 43.2

Minimum payment for overtime worked on a Sunday is 3 hours – Section 43.5

Overtime in the Casual Tables above refers to overtime pay per hour for any hours worked in excess of 10 hours per day or an average of 38 hours per week will be paid in addition – Section 36.

Trainers and supervisors gain allowances that are calculated based on the rate of the people they are supervising. For assistance with calculating these rates please call 1300 160 270.

Allowance Rates

LEADING HAND ALLOWANCES				
	Calculation	Amount	Per	Award Ref
3-10 employees	[Standard Rate*4.34%]	\$ 29.78	WEEK	Section 19.2
10-20 employees	[Standard Rate*6.54%]	\$ 44.88	WEEK	Section 19.2
20+ employees	[Standard Rate*8.31%]	\$ 57.02	WEEK	Section 19.2

OTHER ALLOWANCES				
	Calculation	Amount	Per	Award Ref
First Aid - Designated	[Standard Rate*2%]	\$ 13.72	WEEK	Section 19.9
Meal Allowance	11.94	\$ 11.94	INCIDENT	Section 19.5.b

Things to note

Some of these allowances are to be calculated per incident and others per week. Use caution!

All allowances should be clearly identifiable on the pay slip

Most allowances are calculated off the "Standard Rate". That is currently \$686.20

Further Information

For further information or assistance please contact ACAPM Alliance Workplace Relations Professionals on 1300 160 270.