

Wages Guide 2026

Vehicle Repair, Services and Retail Award

Wages are effective from the start of the employee's first full pay period on or after 1 July 2026



MTA WA Employer Services

08 9233 9800 | wr@mtawa.com.au | www.mtawa.com.au

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Please contact MTA WA Employer Services for wages rates applicable to:

- RS&R casual employees working overtime
- Junior vehicle salespersons
- Vehicle salespersons working on a public holiday or RDO
- Junior drivers
- Casual drivers
- School-based apprentices and trainees.

Wages Guide 2026

Vehicle Repair, Services and Retail Award

Effective from the start of the employee's first full pay period on or after 1 July 2026

This Wages Guide is a summary of the wage rate entitlements in the Vehicle Repair, Services and Retail Award 2020 and does not include all obligations required by the award. It is important that you also refer to the Vehicle Repair, Services and Retail Award which is available on the MTA WA website.

Does this award cover your business?

The Vehicle Repair, Services and Retail Award 2020 covers employers in the private sector throughout Australia that are covered by the national 'fair work' industrial relations system, with respect to their employees engaged in the vehicle repair, services and retail industry where the employer's establishment, plant or undertaking is principally connected or concerned with the vehicle repair, services and retail industry.

The national 'fair work' industrial relations system cover businesses and organisations which operate as:

- Pty Ltd businesses that are trading or financial corporations (e.g. Smith Pty Ltd trading as Jane's Wholesalers);
- incorporated partnerships or incorporated trusts;
- incorporated associations and other non-profit bodies that are trading or financial corporations.

This Award and the National Employment Standards (NES) contain the minimum conditions of employment for employees covered by this Award.

Disclaimer

MTA WA has prepared this wages and award conditions of employment summary to provide information on pay rates and major award provisions. It is provided as a general guide only and is not designed to be comprehensive or to provide legal advice. MTA WA does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, information contained in this summary document.



RS&R Employees (not including service stations, roadhouses, drivers or salespersons)

Adults (21 years of age +) Full time and Part time

Classification	Ordinary Hours					Overtime Hours			
	Weekly Rate (for 38 hours)	Mon – Fri	Saturday	Sunday	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
		100%	150%	200%	250%	150%	200%	200%	250%
Level 1 (R1)	\$978.10	\$25.74	\$38.61	\$51.48	\$64.35	\$38.61	\$51.48	\$51.48	\$64.35
Level 2 (R2)	\$1,004.90	\$26.44	\$39.66	\$52.88	\$66.10	\$39.66	\$52.88	\$52.88	\$66.10
Level 3 (R3)	\$1,029.10	\$27.08	\$40.62	\$54.16	\$67.70	\$40.62	\$54.16	\$54.16	\$67.70
Level 4 (R4)	\$1,062.90	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Level 5 (R5)	\$1,088.20	\$28.64	\$42.96	\$57.28	\$71.60	\$42.96	\$57.28	\$57.28	\$71.60
Tradesperson Level I (R6)	\$1,119.10	\$29.45	\$44.18	\$58.90	\$73.63	\$44.18	\$58.90	\$58.90	\$73.63
Tradesperson Level II (R7)	\$1,224.40	\$32.22	\$48.33	\$64.44	\$80.55	\$48.33	\$64.44	\$64.44	\$80.55

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 employee within 3 months' employment.

Adults (21 years of age +) Casual

Contact MTA WA for casual overtime rates of pay.

Classification	Ordinary Hours Minimum 2 hour engagement per occasion				
	Mon - Fri (6am – 6pm)	Mon – Fri (6pm – 6am)	Saturday	Sunday	Pub. Hol
	125%	150%	175%	225%	275%
Level 1 (R1)	\$32.18	\$38.61	\$45.05	\$57.92	\$70.79
Level 2 (R2)	\$33.05	\$39.66	\$46.27	\$59.49	\$72.71
Level 3 (R3)	\$33.85	\$40.62	\$47.39	\$60.93	\$74.47
Level 4 (R4)	\$34.96	\$41.96	\$48.95	\$62.93	\$76.92
Level 5 (R5)	\$35.80	\$42.96	\$50.12	\$64.44	\$78.76
Tradesperson Level I (R6)	\$36.81	\$44.18	\$51.54	\$66.26	\$80.99
Tradesperson Level II (R7)	\$40.28	\$48.33	\$56.39	\$72.50	\$88.61

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs
(including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

Note: Tyre fitting, retreading or repair work between 8pm-9:30pm Thursday & Friday are entitled to an additional payment. Refer to clause 18.16 of the Award.

RS&R Employees (not including service stations, roadhouses, drivers or salespersons)

Juniors (Under 21 years of age) Full time and Part time

Contact MTA WA for junior vehicle salespersons and junior driver rates of pay.

Age	Ordinary Hours					Overtime Hours			
	Weekly Rate (for 38 hours)	Mon – Fri	Saturday	Sunday	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
		100%	150%	200%	250%	150%	200%	200%	250%
Level 1 – 3 Classifications (% of level 1 - \$978.10)									
16 years & under (47.5%)	\$464.60	\$12.23	\$18.35	\$24.46	\$30.58	\$18.35	\$24.46	\$24.46	\$30.58
17 years (50%)	\$489.05	\$12.87	\$19.31	\$25.74	\$32.18	\$19.31	\$25.74	\$25.74	\$32.18
18 years (62.5%)	\$611.31	\$16.09	\$24.14	\$32.18	\$40.23	\$24.14	\$32.18	\$32.18	\$40.23
19 years (75%)	\$733.58	\$19.30	\$28.95	\$38.60	\$48.25	\$28.95	\$38.60	\$38.60	\$48.25
20 years (87.5%)	\$855.84	\$22.52	\$33.78	\$45.04	\$56.30	\$33.78	\$45.04	\$45.04	\$56.30
Level 4 & 5 Classifications (% of level 4 - \$1,062.90)									
16 years & under (47.5%)	\$504.88	\$13.29	\$19.94	\$26.58	\$33.23	\$19.94	\$26.58	\$26.58	\$33.23
17 years (50%)	\$531.45	\$13.99	\$20.99	\$27.98	\$34.98	\$20.99	\$27.98	\$27.98	\$34.98
18 years (62.5%)	\$664.31	\$17.48	\$26.22	\$34.96	\$43.70	\$26.22	\$34.96	\$34.96	\$43.70
19 years (75%)	\$797.18	\$20.98	\$31.47	\$41.96	\$52.45	\$31.47	\$41.96	\$41.96	\$52.45
20 years (87.5%)	\$930.04	\$24.47	\$36.71	\$48.94	\$61.18	\$36.71	\$48.94	\$48.94	\$61.18

Note: Trade qualified junior employees must be paid adult rates of pay.

Tyre fitting, retreading or repair work between 8pm-9:30pm Thursday & Friday are entitled to an additional allowance.

Refer to clause 18.16 of the Award.

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs
(including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

RS&R Employees (not including service stations, roadhouses, drivers or salespersons)

Juniors (Under 21 years of age) **Casual**

Contact MTA WA for junior casual overtime rates of pay, junior vehicle salespersons rates of pay and junior driver rates of pay.

Classification	Ordinary Hours				
	Mon - Fri (6am – 6pm)	Mon – Fri (6pm – 6am)	Saturday	Sunday	Pub. Hol
	125%	150%	175%	225%	275%
Level 1 – 3 Classifications (% of level 1 - \$978.10)					
16 years & under (47.5%)	\$15.29	\$18.35	\$21.40	\$27.52	\$33.63
17 years (50%)	\$16.09	\$19.31	\$22.52	\$28.96	\$35.39
18 years (62.5%)	\$20.11	\$24.14	\$28.16	\$36.20	\$44.25
19 years (75%)	\$24.13	\$28.95	\$33.78	\$43.43	\$53.08
20 years (87.5%)	\$28.15	\$33.78	\$39.41	\$50.67	\$61.93
Level 4 & 5 Classifications (% of level 4 - \$1,062.90)					
16 years & under (47.5%)	\$16.61	\$19.94	\$23.26	\$29.90	\$36.55
17 years (50%)	\$17.49	\$20.99	\$24.48	\$31.48	\$38.47
18 years (62.5%)	\$21.85	\$26.22	\$30.59	\$39.33	\$48.07
19 years (75%)	\$26.23	\$31.47	\$36.72	\$47.21	\$57.70
20 years (87.5%)	\$30.59	\$36.71	\$42.82	\$55.06	\$67.29

Note: Trade qualified junior employees must be paid adult rates of pay.

Tyre fitting, retreading or repair work between 8pm-9:30pm Thursday & Friday are entitled to an additional allowance. Refer to clause 18.16 of the Award.

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs (including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

Drivers

Adults (21 years of age +) Full time and Part time

Contact MTA WA for casual and junior driver rates of pay.

Classification	Ordinary Hours					Overtime Hours			
	Weekly Rate (for 38 hours)	Mon – Fri	Sat	Sun	Pub. Hol	<i>Note: not working in fuel retail establishments</i>			
		100%	150%	200%	250%	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sun	Pub. Hol
Driver – forklift									
Lifting capacity up to 4500kg	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Lifting capacity in excess of 4500kg	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Driver – mobile crane									
Lifting capacity up to 10 tonnes	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Lifting capacity in excess of 10 tonnes	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Driver - commercial vehicle used in the course of employer's business									
Makers capacity of 3 tonnes or less	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Makers capacity of over 3 tonnes but under 8 tonnes	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Driver - articulated vehicle									
Makers capacity up to and including 10 tonnes	\$1,102.80	\$29.02	\$43.53	\$58.04	\$72.55	\$43.53	\$58.04	\$58.04	\$72.55
Driver – Tow Truck									
Class 1	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Class 2 & 3	\$1,062.80	\$27.97	\$41.96	\$55.94	\$69.93	\$41.96	\$55.94	\$55.94	\$69.93
Class 4	\$1,119.10	\$29.45	\$44.18	\$58.90	\$73.63	\$44.18	\$58.90	\$58.90	\$73.63

**Refer to page 11 for additional wage-related allowances for drivers.*

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs
(including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Vehicle Salespersons - Adults (21 years of age +) Full time and Part time

Contact MTA WA for junior vehicle salespersons rates of pay and rates of pay when a vehicle salesperson works on a public holiday or RDO.

Classification	Ordinary Hours			
	Weekly Rate (for 38 hours)	Mon – Sat (Hourly rate)	Sunday (half day or less worked)	Sunday (more than half day worked)
		100%	+ 10% of R6 weekly rate	+ 20% of R6 weekly rate
Less than 6 months experience (Level 4 - R4)	\$1,062.90	\$27.97	\$27.97 per hour plus \$111.91 per day	\$27.97 per hour plus \$223.82 per day
More than 6 months experience (Tradesperson or equivalent Level I R6)	\$1,119.10	\$29.45	\$29.45 per hour plus \$111.91 per day	\$29.45 per hour plus \$223.82 per day

Vehicle Salespersons - Adults (21 years of age +) Casual

Classification	Ordinary Hours		
	Mon – Sat	Sunday	Pub. Hol
	125%	200%	275%
Less than 6 months experience (Level 4 - R4)	\$34.96	\$55.94	\$76.92
More than 6 months experience (Tradesperson or equivalent Level I R6)	\$36.81	\$58.90	\$80.99

Note: Vehicle Salespersons are entitled to payment for all hours worked, up to and exceeding 38 hours per week. Hours worked in excess of 38 hours per week may be offset against any commissions earned.

Refer to Clause 28 of the Award for special provisions and additional entitlements relating to vehicle salespersons.

Service Stations and Roadhouses

Adults (21 years of age+) **Full time and Part time**

Ordinary Hours				Overtime Hours			
Mon – Fri	Saturday (before noon)	Sat (after noon) & Sun	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
100%	100%	150%	200%	150%	200%	200%	200%
Driveway Attendant (not operating a console) (Level 1)							
\$25.74	\$25.74	\$38.61	\$51.48	\$38.61	\$51.48	\$51.48	\$51.48
Roadhouse Attendant (required to cook takeaway meals only) (Level 2)							
\$26.44	\$26.44	\$39.66	\$52.88	\$39.66	\$52.88	\$52.88	\$52.88
Console Operator or Roadhouse Attendant engaged primarily to cook other than takeaway foods (Level 4)							
\$27.97	\$27.97	\$41.96	\$55.94	\$41.96	\$55.94	\$55.94	\$55.94

Juniors **Full time and Part time**

Age	Ordinary Hours				Overtime Hours			
	Mon – Fri	Saturday (before noon)	Sat (after noon) & Sun	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
	100%	100%	150%	200%	150%	200%	200%	200%
Driveway Attendant (not operating a console) or Roadhouse Attendant (required to cook takeaway meals only) - % of Level 1								
20 years (87.5%)	\$22.52	\$22.52	\$33.78	\$45.04	\$33.78	\$45.04	\$45.04	\$45.04
19 years (75%)	\$19.30	\$19.30	\$28.95	\$38.60	\$28.95	\$38.60	\$38.60	\$38.60
18 years (62.5%)	\$16.09	\$16.09	\$24.14	\$32.18	\$24.14	\$32.18	\$32.18	\$32.18
17 years (50%)	\$12.87	\$12.87	\$19.31	\$25.74	\$19.31	\$25.74	\$25.74	\$25.74
16 years & under (47.5%)	\$12.23	\$12.23	\$18.35	\$24.46	\$18.35	\$24.46	\$24.46	\$24.46
Console Operator or Roadhouse Attendant (engaged primarily to cook other than takeaway foods) - % of Level 4								
20 years (87.5%)	\$24.47	\$24.47	\$36.71	\$48.94	\$36.71	\$48.94	\$48.94	\$48.94
19 years (75%)	\$20.98	\$20.98	\$31.47	\$41.96	\$31.47	\$41.96	\$41.96	\$41.96
18 years (62.5%)	\$17.48	\$17.48	\$26.22	\$34.96	\$26.22	\$34.96	\$34.96	\$34.96
17 years (50%)	\$13.99	\$13.99	\$20.99	\$27.98	\$20.99	\$27.98	\$27.98	\$27.98
16 years & under (47.5%)	\$13.29	\$13.29	\$19.94	\$26.58	\$19.94	\$26.58	\$26.58	\$26.58

Service Stations and Roadhouses

Adults and Juniors **Casual**

Classification	Ordinary Hours		Overtime Hours	
	Mon-Fri	Sat, Sun & Pub. Hol	Mon-Fri	Sat, Sun & Pub. Hol
	131.75%	171.87%	+73.40% of FT rate	+73.40% of FT rate
Driveway Attendant (not operating a console) (R1)				
20 years and over (100%)	\$33.91	\$44.24	\$52.80	\$63.13
19 years (75%)	\$25.43	\$33.18	\$39.60	\$47.35
18 years (62.5%)	\$21.19	\$27.65	\$33.00	\$39.46
17 years (50%)	\$16.96	\$22.12	\$26.41	\$31.57
16 years and under (47.5%)	\$16.11	\$21.01	\$25.08	\$29.98
Roadhouse Attendant required to cook takeaway meals only (R2)				
20 years and over (100%)	\$34.84	\$45.45	\$54.25	\$64.86
19 years (75%)	\$26.13	\$34.09	\$40.69	\$48.65
18 years (62.5%)	\$21.78	\$28.41	\$33.91	\$40.54
17 years (50%)	\$17.42	\$22.73	\$27.13	\$32.44
16 years and under (47.5%)	\$16.55	\$21.59	\$25.77	\$30.81
Console Operator OR Roadhouse Attendant engaged primarily to cook other than takeaway foods (R4)				
20 years and over (100%)	\$36.85	\$48.07	\$57.38	\$68.60
19 years (75%)	\$27.64	\$36.05	\$43.04	\$51.45
18 years (62.5%)	\$23.03	\$30.04	\$35.86	\$42.87
17 years (50%)	\$18.43	\$24.04	\$28.70	\$34.31
16 years and under (47.5%)	\$17.50	\$22.83	\$27.25	\$32.58

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs (including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

Note: Effective from 1 January 2025, an Adult Level 1 employee must be reclassified as an Adult Level 2 employee within 3 months' employment.

Apprentices – Juniors

(Under 21 years of age when commencing apprenticeship)

Rates applicable to apprentices commencing after 1 January 2014

Stage of Apprenticeship	Ordinary Hours					Overtime Hours			
	Weekly Rate (for 38 hours)	Mon – Fri	Saturday	Sunday	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
		100%	150%	200%	250%	150%	200%	200%	250%
Stage 1 or First Year									
Has completed Year 12	\$615.51	\$16.20	\$24.30	\$32.40	\$40.50	\$24.30	\$32.40	\$32.40	\$40.50
Has <u>not</u> completed Year 12	\$559.55	\$14.73	\$22.10	\$29.46	\$36.83	\$22.10	\$29.46	\$29.46	\$36.83
Stage 2 or Second Year									
Has completed Year 12	\$727.42	\$19.14	\$28.71	\$38.28	\$47.85	\$28.71	\$38.28	\$38.28	\$47.85
Has <u>not</u> completed Year 12	\$671.46	\$17.67	\$26.51	\$35.34	\$44.18	\$26.51	\$35.34	\$35.34	\$44.18
Stage 3 or Third Year									
	\$839.33	\$22.09	\$33.14	\$44.18	\$55.23	\$33.14	\$44.18	\$44.18	\$55.23
Stage 4 or Fourth Year									
	\$984.81	\$25.92	\$38.88	\$51.84	\$64.80	\$38.88	\$51.84	\$51.84	\$64.80

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs
(including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

Apprentices – Adults

(21+ years of age when commencing apprenticeship)

Rates applicable to apprentices commencing after 1 January 2014

Stage of Apprenticeship	Ordinary Hours					Overtime Hours			
	Weekly Rate (for 38 hours)	Mon – Fri	Saturday	Sunday	Pub. Hol	Mon – Sat First 3 hours	Mon – Sat After 3 hours	Sunday	Pub. Hol
		100%	150%	200%	250%	150%	200%	200%	250%
Stage 1 or First Year									
	\$895.28	\$23.56	\$35.34	\$47.12	\$58.90	\$35.34	\$47.12	\$47.12	\$58.90
Stage 2 or Second Year									
	\$978.10	\$25.74	\$38.61	\$51.48	\$64.35	\$38.61	\$51.48	\$51.48	\$64.35
Stage 3 or Third Year									
	\$1,004.90	\$26.44	\$39.66	\$52.88	\$66.10	\$39.66	\$52.88	\$52.88	\$66.10
Stage 4 or Fourth Year									
	\$1,029.10	\$27.08	\$40.62	\$54.16	\$67.70	\$40.62	\$54.16	\$54.16	\$67.70

Note: Where a person was employed by an employer immediately prior to becoming an adult apprentice with that employer, their pay cannot be reduced.

Refer to the Award for additional entitlements relating to:

- Standing by, call-backs
(including breakdowns, accidents and emergency work);
- Less than 10 hour break between shifts;
- Delayed meal breaks;
- Shiftwork (afternoon and night shifts).

Refer to page 11 of this guide for a summary of Allowances.

Allowances

A summary of the most commonly used allowances. Refer to the Award for specific details of all allowances.

Allowance	Description	Rate
Leading Hand – in charge of 3 to 10 employees	Employee appointed to be a leading hand.	\$48.57 per week
Leading hand – in charge of 11 to 20 employees		\$73.19 per week
Leading hand – in charge of more than 20 employees		\$93.00 per week
First aid allowance	Payable to a trained first aider if appointed to perform first aid duty.	\$22.38 per week
Driver of a commercial vehicle used in the course of the employer's business	For each additional complete tonne over 8 tonnes	\$2.13 per tonne per week
	Engaged in driving a motor vehicle drawing an empty trailer	\$2.76 per day
	Engaged in driving a motor vehicle drawing a loaded trailer	\$4.98 per day
Driver – articulated vehicle	For each additional complete tonne over 10 tonnes	\$2.01 per tonne per week
Driver – tow truck	Required to drive a tow truck	\$28.20 per week
Drivers handling money – up to \$20	Driver who collects and/or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out.	\$2.26 per week
Drivers handling money – over \$20 but not exceeding \$200		\$4.14 per week
Drivers handling money – over \$200 but not exceeding \$600		\$7.85 per week
Drivers handling money – over \$600 but not exceeding \$1000		\$9.95 per week
Drivers handling money – over \$1000		\$14.07 per week
Confined spaces	Employee working in a confined space.	\$1.09 per hour
Dirty work	Unusually dirty or offensive work.	\$0.84c per hour (min \$3.30 per day or shift)
Hot places	Refer to Award.	Refer to Award.
Wet places	Employee required to work in any place where boots or clothing become saturated.	\$0.75c per hour
Glass or slag wool	Employee handling loose slag wool, loose insulwool or other loose material used for providing insulation against heat, cold or noise.	\$1.09 per hour

Allowance	Description	Rate
Handling garbage	Employee employed as a driver or driver's assistant on a vehicle handling garbage.	\$0.84c per hour
Livestock transport	Employee working on the underside or body of the stock compartment of a vehicle regularly used in the carriage of livestock which has not been cleaned down immediately before service.	\$0.84c per hour
Slicking with carbon black and hand spraying tyres	Employee principally employed to fit tyres and/or employed in tyre repairing and retreading. Refer to Award for specific details.	\$1.26 per day
Large tyre fitting - offsite	Employee required to fit earthmover, grader, truck or tractor tyres away from employer's business.	\$1.25 per day
Forklifts or cranes	Drivers of a forklift or crane, where 2 or more forklifts or cranes are involved in any one lift.	\$3.25 per day
Tyre fitting or tyre repairing and retreading – Thursday and Friday work	Principally employed to fit tyres and/or employed in tyre repairing and retreading process in tyre retailing establishments working ordinary hours between 8:00pm and 9:30pm on a Thursday and/or Friday.	Additional amount per hour of 25% minimum hourly rate. Refer to Award.
Meal allowance (not payable on overtime worked Sun or Pub. Hol). <i>(Not applicable to vehicle salespersons).</i>	Employee required to work more than 1.5 hours of overtime and not notified on the previous day or earlier.	\$18.67 per meal (or supply meal)
Travelling time <i>(Not applicable to vehicle salespersons).</i>	Employee required to perform ordinary work away from a location the employee normally works.	Refer to Award.
Vehicle allowance <i>(Not applicable to vehicle salespersons).</i>	Required to use own vehicle on the employer's business.	\$1.00 per kilometre
Accommodation and meals <i>(Not applicable to vehicle salespersons).</i>	Required to stay away from home overnight.	Reimbursed for accommodation and meals (\$18.67 per meal).
Tool allowance – tradesperson	Payable to a tradesperson employed in any classification who is required by their employer to provide their own hand tools.	\$13.86 per week
Tool allowance – 1 st year apprentice	Apprentices required to provide their own tools.	\$5.88 per week
Tool allowance – 2 nd year apprentice		\$7.59 per week
Tool allowance – 3 rd year apprentice		\$10.46 per week
Tool allowance – 4 th year apprentice		\$12.14 per week
Clothing, equipment and tools – Tyre fitting and retreading	Refer to Award.	Refer to Award.

Allowance	Description	Rate
Clothing, equipment and tools <i>(not including tyre fitting and retreading).</i>	Power tools, special purpose tools, precision measuring instruments and snips. Damage to employee's own tools or clothing by fire, molten metal or corrosive substances.	Reimbursement.
Gloves	Required to use canvas or leather gloves when operating a pneumatic percussion tool used for chiselling, hammering or riveting or if necessary for slingers to wear leather gloves.	Reimbursement.
Goggles	Required to wear suitable mica or other goggles when using an emery wheel or rotary wire brushes.	Reimbursement.
Protective Clothing	Protective clothing such as boots, rubber aprons and rubber boots when working with acids or other substances of a like nature, engaged in wet rubbing or when working in the rain, car laundry, washing bay or in steam cleaning or proof coating operations.	Reimbursement.
Protective equipment – welding	Required to wear suitable, sufficient and adequate protection when performing welding operations and, for employees in close proximity.	Reimbursement.
Uniforms	Required to wear a special uniform.	Reimbursement for the cost of purchasing and cleaning.
Working Award From Usual Workplace.		Refer to Award.
Apprentice training fees and textbook costs reimbursement		Refer to Award.
Apprentice travel to block release training reimbursement		Refer to Award.
Vehicle Salespersons: Travelling Expenses Meal Allowance Use of motor vehicles	Refer to Award.	Refer to Award.

Please contact MTA WA Employer Services for wages rates applicable to:

- **RS&R casual employees working overtime**
- **Junior vehicle salespersons**
- **Vehicle salespersons working on a public holiday or RDO**
- **Junior drivers**
- **Casual drivers**
- **School-based apprentices and trainees.**

Vehicle Industry RS&R—Skill Level Definitions

Vehicle industry RS&R—employee—Level 1 R1 (entry)

An employee at Level 1 is an employee who has undertaken little or no formal or informal training. A Level 1 employee may be undertaking up to 38 hours of induction training. The induction training may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, plant layout, work and documentation procedures, work health and safety, equal employment opportunity and quality control/assurance. Within a period of 3 months, the employee will be reclassified to Vehicle industry RS&R—employee—Level 2 R2.

An employee at this level would acquire/possess skills relevant to the performance of routine duties essentially of a manual nature and to the level of their training:

- performs general labouring and/or cleaning duties;
- has basic numeracy skills;
- exercises minimal judgment;
- works to defined procedures and under direct supervision; and
- may be undertaking structured training so as to enable the employee to progress to a higher level.

Classifications contained within Level 1 R1

- Car cleaner/washer
- Workshop cleaner
- Car polisher—by hand
- Detailer—other
- Driveway attendant
- Office cleaner
- Parking attendant
- Process worker
- Tradesperson's assistant (see also Level 2)
- Employee not elsewhere prescribed

Vehicle industry RS&R—employee—Level 2 R2

An employee at Level 2 is an employee who has completed up to 3 months' employment at Level 1 so as to enable the employee to perform work within the scope of this level. An employee at this level:

- works under direct supervision either individually or in a team environment;
- has some oral and written communication skills;
- can distinguish where a minor fault/error is made and undertake basic quality control of own work;
- is responsible for the quality of own work subject to routine supervision;
- has some input to job planning;
- can work from simple instructions;
- has some basic customer service skills;
- performs basic maintenance tasks;
- has basic knowledge of the range of services offered by the business;
- has simple numerical equipment skills; and
- may use selected hand tools.

Classifications contained within Level 2 R2

- Battery repairer
- Brake servicer—first 6 months
- Driver of courtesy car or vehicle in relation to sales or sales promotion or in the course of registration, collection from or delivery to customer—vehicles up to and including maker's capacity of 3 tonnes
- Exhaust repairers—first 6 months
- Grinder and/or buffer metal—using a portable machine
- Lubritorium attendant
- Operator on warming mill
- Operator detreading, buffing, gouging, etc.
- Roadhouse attendant, when required to cook take away meals only
- Spring service worker
- Tradesperson's assistant (see also Level 1)
- Tyre fitter

Vehicle industry RS&R—employee—Level 3 R3

An employee at this level has completed 8 modules of a nationally accredited RS&R Certificate or equivalent training and uses skills above that of an employee at Level R2.

A Level R3 employee would be expected to have the job skills relevant to the tasks performed and would work with only general supervision of daily duties and to the level of their training:

- where appropriate use a variety of power and hand tools and/or other equipment necessary to carry out the relevant tasks;
- possesses good oral and/or written communication skills;
- is responsible for quality of own work subject to routine supervision;
- plans own work in consultation with supervisor;
- requires only general job instruction;
- possesses customer service skills;
- performs basic maintenance tasks;
- acquires multiple manual skills;
- may use various materials handling equipment;
- has fault finding skills;
- maintains simple numerical records from computer equipment;
- can assist with on-the-job instruction in conjunction with general supervision;
- uses some basic negotiation skills in service areas;
- basic inventory controls; and
- receiving, despatching, distributing, sorting, checking, packing, (other than repetitive packing in a standard container or containers in which such goods are customarily sold), documenting and recording of goods, materials and components.

Classifications contained within Level 3 R3

- Assembler—accessories
- Assembler—body shop
- Detailer (as defined)
- Machinist (metal)—2nd class
- Operator in charge of extruder
- Operator mainly engaged examining tyres prior to repairing, retreading, recapping or lugging
- Operator repairing and/or building up and/or retreading and/or recapping used in:
 - aeroplane tyres (for re-use on aeroplanes); and
 - tyres other than as referred to above
- Operator relugging earth mover and/or grader and/or tractor tyres by hand
- Operator engaged in moulding or curing of retreaded, rebuilt, recapped or relugged tyres in:
 - unit heaters
 - autoclaves
- Painter—brush and/or spray on mechanical chassis components
- Paint shop assistant
- Polisher/cutter using buff or wet and dry rubber
- Service receptionist—not being a tradesperson
- Steam cleaner and/or proof coater
- Storeperson—first 12 months
- Wheel aligner—not being a tradesperson but having up to 6 months experience
- Wheel builder and/or repairer—not being a tradesperson—first 6 months' experience
- Wrecker—automotive

Vehicle industry RS&R—employee—Level 4 R4

An employee at this level performs work above and beyond the skills of an employee at Level R3 and would normally have completed 16 modules of a nationally accredited RS&R Certificate or equivalent training.

A retail employee will be qualified to perform work within the duties and functions of an automotive parts salesperson other; motor vehicle and/or agricultural vehicle salesperson with less than 6 months' experience; salesperson other; and a console operator.

An employee required to work to the level of their training:

- works under general supervision, either individually or in a team environment;
- exercises discretion within their level of skills and training;
- understands and is responsible for quality of own work;
- possesses competent communications and written skills;
- intermediate key board skills;
- licensed and certified for lift driving;
- customer relation skills;
- inventory and store control including: licensed operation of all appropriate materials handling equipment; use of tools and equipment within the scope (basic non-trades maintenance); computer operation at a higher level than that of a Level 3 employee;
- assists in the provision of on-the-job training in conjunction with supervisor or trainer;
- possesses sales skills appropriate to this level;
- has cash register and console operation skills; and
- where applicable computer operation at a higher level than that of a Level R3 employee.

Classifications contained within Level 4 R4

- Bodymaker—2nd class
- Brake servicer—after 6 months' experience
- Console Operator
- Driver of courtesy car or vehicle in relation to sales or sales promotion or in the course of registration, collection from or delivery to customer—vehicle with maker's capacity over 3 tonnes
- Exhaust repairer—after 6 months
- Motorcycle assembler
- Roadhouse attendant if engaged primarily to cook other than take away foods
- Radiator repairer—other
- Wheel aligner—other than a tradesperson, after 6 months
- Wheel builder, repairer—after 6 months
- Automotive parts salesperson—other
- Motor vehicle and/or agricultural vehicle salesperson—less than 6 months' experience
- Salesperson—other
- Storeperson—more than 12 months' experience
- Driveway attendant operating a console
- Storeperson and packer
- Windscreen fitter and/or repairer

Vehicle industry RS&R—employee—Level 5 R5

A repair and service employee at this level performs work above and beyond the skills of an employee at Level R4 and would have 20 modules of a nationally accredited RS&R Certificate or equivalent training. A Level R5 employee is required to work to the level of their training.

A retail employee at this level will be qualified to perform work of an experienced automotive spare parts salesperson:

- requires minimum supervision;
- possesses technical job skills within the level of their training;
- works from detailed instructions and procedures;
- co-ordinates work in a team environment or works individually under limited supervision;
- exercises discretion within their level of skills and training;
- assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers;
- may prepare reports and interpret written information relevant to tasks performed;
- understands and is responsible for quality of own work;
- possesses competent communications and written skills;
- possesses technical job skills within their level of training;
- possesses customer contact skills to perform tasks at this level;
- undertakes specialist troubleshooting, problem solving and maintenance skills at this level;
- has multiple manual skills;
- can use relevant tools and equipment;
- can operate numerical/computer equipment supplied in sales, distribution, repair, servicing and relevant to tasks at this level; and
- has adequate negotiating skills in sales and services to perform tasks at this level.

Classifications contained within Level 5 R5

- Automotive parts salesperson—experienced
- Automotive servicer or checker
- Radiator repairer—1st class

Vehicle industry RS&R—tradesperson or equivalent Level I R6

An employee at this level is an employee who holds a Trade Certificate, Tradesperson's Rights Certificate or equivalent, nationally accredited training achieved through Australian apprenticeship arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy.

An employee at this level performs work above and beyond the skills of an employee at Level R5 and to the level of their training:

- assists in the provision of on-the-job training in conjunction with supervisors/trainers;
- works under limited supervision either individually or in a team environment;
- plans the work of others and solves the work planning problems;
- is responsible for the quality of their own work;
- exercises discretion within the scope of tasks performed at this level;
- possesses good communication skills;
- has keyboard skills relevant to the tasks performed at this level;
- understands and applies quality control techniques; and
- is able to inspect products and/or materials for conformity with established operational standards.

Classifications contained with Level I R6

- Automotive electrician
- Automotive engine reconditioner
- Automotive parts interpreter
- Bodymaker—1st class
- Brake mechanic
- Electroplater—1st class
- Fitter and/or turner
- Instrument mechanic—automotive
- Machinist (metal)—1st class
- Motorcycle or motor scooter mechanic
- Motor mechanic/automotive technician
- Painter
- Panel beater
- Signwriter
- Trimmer
- Motor Vehicle and/or agricultural vehicle salesperson—more than 6 months experience
- Welder
- Wheel aligner
- Wheel builder and/or repairer

Vehicle Industry RS&R—tradesperson or equivalent Level II R7

An employee at this level is an employee who holds a Trade Certificate, Tradesperson's Rights Certificate or equivalent, nationally accredited training at the Certificate III qualification (Level R6 at B.6) achieved through Australian apprenticeships arrangements as prescribed by the National Quality Council in the Australian Qualifications Framework Qualifications Issuance Policy.

In addition, the employee will hold a Certificate IV (AQF Level 4) automotive qualification from the National Automotive, Retail, Service and Repair Training Package qualifications:

- Automotive Mechanical Diagnosis
- Automotive Mechanical Overhauling
- Automotive Body Repair Technology
- Automotive Electrical Technology
- Automotive Motorsport Technology
- Automotive Performance Enhancement

An employee at this level is required by the employer, as the principal function of employment as determined by the employer, to perform technical duties above and beyond the skills of an employee at R6 to the level of their training, and will possess high level technical and theoretical knowledge and concepts of motor vehicle technology with in-depth knowledge and skill in some areas.

Typical tasks include but are not limited to:

- diagnosing and evaluating multiple complex vehicle faults;
- undertaking vehicle repair and fault finding actions to a defined standard;
- understanding, interpreting and communicating technical data;
- high level communications skills that enable effective communication across the business and externally;
- responsibility for own outputs and that of others where advice and direction is provided;
- assistance with coordinating work flows and resources allocations within a team environment;
- assistance in the mentoring of technical skills to service centre staff and apprentices; and
- providing a lead role in workforce training development.

Classifications contained within Level II R7

- Master Technician
- Automotive Technical Advisor
- Performance Technical Advisor
- Automotive Workshop Technical Advisor
- Automotive Master Diagnostic Technician
- Workshop Technical Advisor for Panel and Paint



MTA WA Employer Services

 08 9233 9800

 wr@mtawa.com.au

 www.mtawa.com.au