



## DRIVERS – ARE YOU BEING PAID ENOUGH?

The work you are doing is covered by the **Road Transport Distribution Award**.

This is a Minimum wage Modern Award. Under this, after a period of 12 months' employment, you can choose to be on an hourly rate and get paid annual leave, sick leave, and for public holidays and accrue Long Service Leave. Or you can just receive an hourly rate and receive a 25% loading for forgoing the above entitlements.

**From the first pay-day after July 1, 2016 this award rate is:**

<b>Classification</b>	<b>Hourly wage rate</b>	<b>Weekly wage rate (38 hr week)</b>	<b>Hrly with 25% casual loading</b>	<b>Wkly with 25% casual loading</b>
<b>Transport Worker Grade 2</b>	\$19.22	\$730.40	<b>\$24.03</b>	\$912.95
<b>Transport Worker Grade 3</b> (if doing primary sorting Or driving a forklift)	\$19.46	\$739.40	<b>\$24.33</b>	\$924.35

**THIS IS THE LOWEST ANY-ONE IN THIS INDUSTRY IN AUSTRALIA IS ALLOWED TO BE PAID  
YOU ALSO HAVE THE RIGHT TO RECEIVE 9.5% SUPERANNUATION  
AND TO BE COVERED BY WORKERS' COMPENSATION  
IF YOU WORK OVER 38 HOURS PER WEEK YOU HAVE TO BE PAID AT OVER-TIME RATES  
(There is usually a National Wage Case that grants an annual wage rise each July).**

Many poor practices have developed in this area of contract parcel and letter delivery work. A system of piece rates has developed whereby drivers are paid a 'per parcel' rate. This is OK, as long as this ends up with the driver earning MORE than the above minimum rate of pay.

Many head contractors ask drivers to become 'sham sub-contractors' to avoid their responsibility to pay award rates of pay and worker's compensation. Remember that even genuine 'sub-contractors' need to be paid 9.5% Superannuation.

Workers earning less than \$75,000 a year DO NOT have to pay GST. Workers do not have to pay 'running costs and expenses' for head contractors.

Please contact the union if you would like us to help collect any underpayments. Every driver should sign on when they start work and sign off when they finish and keep a record of how much they are actually paid.

*Please note that workers employed directly by Australia Post are on higher rates of pay under their union-negotiated Enterprise Bargaining Agreement.*

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