

Finding your pay rate OR What you should be paying an employee

Head over to <https://www.fairwork.gov.au/pay-and-wages>



Fair Work
OMBUDSMAN

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Select 'Check or calculate pay'

In this section...

<p>Check or calculate pay</p> <p>Use our Pay Calculator to work out pay rates, penalties and allowances.</p> <p>Check or calculate pay overview →</p>	<p>Get help with pay</p> <p>Get help finding the answers to your questions about pay and entitlements.</p> <p>Get help with pay overview →</p>
<p>Minimum wages</p>	<p>Allowances, penalty rates and other payments</p>

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Select if you are an employee or employer and the date you required the pay rates (for the most recent and up to date rates use today's date). Then go to NEXT.

The Pay Calculator calculates base pay rates, allowances and penalty rates (including overtime). It's the tool our Infoline advisers use to answer your enquiries.

To help you find the information you need, we'd like to know if you are an employee or an employer.

This will help tailor the tool to use language relevant to you.

I'm an employee looking for pay rates

I'm an employer or business looking for pay rates

Show me pay rates as at

For an overview of PACT, watch our [Introduction to the Pay and Conditions Tool video](#).

next

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Here you will be directed to a series of questions to work out your award or if you know your award you can enter it in here.

your award

Save Saved sessions Start again back next

Do you know your award?

Minimum pay rates come from awards and differ depending on the award that applies to a job or business.

No, help me find my award

Yes, I know my award

For help finding the right award in PACT, watch our [PACT-Award coverage video](#).

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If you don't know your award, it will prompt you to start writing your job description to assist you in finding which award you fall under.

Find your award

ACT
PAY AND CONDITIONS TOOL

Calculator →
allowances and
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Calculator →
your shifts

Calculator →
ive, sick/carer's leave

Calculator →
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Save Saved sessions Start again back next

What is your occupation?

Type in the occupation to generate a list of similar job titles (eg. waiter, shop assistant, receptionist).
Please select the job title from the list that best fits the occupation to help us find the awards that apply.
You can also choose to search by industry.

Start typing the occupation. Press the Enter key to

Search by industry

For help finding the right award in PACT, watch our [PACT- Award coverage video](#).

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If your job has multiple awards it will direct you to this screen, again choose the one which best suits you.

Find your award

ACT
PAY AND CONDITIONS TOOL

Calculator →
allowances and
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Calculator →
our shifts

Calculator →
re, sick/carer's leave

Calculator →
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Save Saved sessions Start again back next

Select your award

You have selected:
• fuel truck driver

There are multiple awards that match the occupation and/or industry type you entered.
Please select the award that best matches the type of work being done.
Select an award from the list below

Filter by title or code View all awards

Your search returned 2 result(s)

Road Transport (Long Distance Operations) Award (MA000039) ↓

Stevedoring Industry Award (MA000053) ↓

back next

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Here it will direct you to a few more questions.

The screenshot shows the 'THE PACT PAY AND CONDITIONS TOOL' interface. On the left is a navigation menu with options: 'Your award' (Road Transport (Long Distance Operations) Award), 'Pay Calculator' (Including allowances and penalty rates), 'Shift Calculator' (Rates for your shifts), 'Leave Calculator' (Annual leave, sick/carer's leave), and 'Notice & Redundancy Calculator'. The main content area contains a series of questions with radio button options: 'Do any of these apply to you?', 'Are you a trainee?', 'Are you eligible for a supported wage?', and 'Are you an apprentice?'. Each question has 'No' and 'Yes' options. At the top of the main area are buttons for 'Save', 'Saved sessions', and 'Start again'. At the bottom are 'back' and 'next' buttons. A progress bar is visible at the bottom of the main content area.

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Then it will ask you for a classification - if you don't know, you can hit the drop down arrows next to the award to give a description, again choose the best suited one to you.

The screenshot shows the 'Pay Calculator > Find your award' section of 'THE PACT PAY AND CONDITIONS TOOL'. The left navigation menu is the same as in the previous screenshot. The main content area is titled 'What is your classification?' and includes a description: 'A description of each classification can be found by clicking on the arrow next to the classification. For help finding the right classification, watch our PACT - Award classifications video.' Below this is a search box labeled 'Filter classifications by keyword'. The results show 'Your search returned 7 result(s)' and a list of grades: 'Grade 3 (previously Grade 1)', 'Grade 4 (previously Grade 2)', 'Grade 5 (previously Grade 3)', 'Grade 6 (previously Grade 4)', 'Grade 7 (previously Grade 5)', 'Grade 8 (previously Grade 6)', and 'Grade 9 (previously Grade 7)'. Each grade has a radio button and a downward-pointing arrow. At the bottom are 'back' and 'next' buttons. A progress bar is visible at the bottom of the main content area.

8

Here it will ask what type of employment you have.

The screenshot shows the 'Pay Calculator > Find your award' interface. On the left is a dark sidebar with the 'THE PACT PAY AND CONDITIONS TOOL' logo and three menu items: 'Your award' (Road Transport (Long Distance Operations) Award), 'Pay Calculator' (Including allowances and penalty rates), and 'Shift Calculator' (Rates for your shifts). The main content area has a top bar with 'Save', 'Saved sessions', and 'Start again' buttons, and 'back' and 'next' navigation buttons. Below this, it says 'Please answer the following:' followed by the question 'What is your type of employment?' with a help icon. Three radio button options are listed: 'Full-time', 'Part-time', and 'Casual'. At the bottom of the main area are 'back' and 'next' buttons and a progress indicator.

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If required, it may ask you a series of industry related questions.

The screenshot shows the 'Pay Calculator > Find your award' interface. The sidebar is identical to the previous screenshot. The main content area has the same top bar. Below it, it says 'Please answer the following:' followed by the question 'Did your employer nominate that you are paid the hourly rate method instead of the cents per km method when you started?' with 'Yes' and 'No' radio button options. At the bottom of the main area are 'back' and 'next' buttons and a progress indicator.

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Once this is completed you will have your pay rate. Please note this whole process should only take around two minutes to complete.

Pay Calculator > Find your award

THE PACT
PAY AND CONDITIONS TOOL

Save | Saved sessions | Start again | Email this page

Your pay rates summary ?

The pay rates on this page are the same as those our advisers give to customers who contact our Infoline.

Looking for how pay rates are calculated? This function is currently unavailable, but we're working to restore it as soon as possible. View your award to find out how pay rates are calculated. Awards can be accessed through our [Awards page](#).

Pay rate as at: 18 January 2024
[Edit calculation date](#)

Grade 5 (previously Grade 3) | Full-time

Hourly pay rate: ? **\$37.78 per hour**
[Show rates for all employment types](#)
Not the pay rate you expected? [Get help](#).

Weekly pay rate: ? **\$968.70 per week**

Loading or unloading hourly pay rate: ? **\$31.49 per hour**

Taking an RDO pay rate: ? **\$25.49 per hour**

Your award: Road Transport (Long Distance Operations) Award (MA000039) ?

Employment Status: Full-time
[Edit employment type](#)

Your selected penalty rates: None selected [Select penalties](#)

Common penalties for your award: ?		
Call-back		\$25.49 per hour with a minimum payment of 4 hours
Public holiday		\$37.78 per hour, with a minimum payment of 4 hours and an extra \$193.74 per shift