

WASTE MANAGEMENT AWARD 2010 – VWMA PAY RATES SCHEDULE 1 JULY 2019

This Modern Award is applicable to employers working in the waste management industry.

Rates are current from the first pay period commencing on or after 1 July 2019. Issued: 21 June 2019

Note: The industry allowance* of \$94.78 is payable for all purposes and has been added to the minimum rate of pay as set out below. That rate is divided by 38 to obtain the hourly rate which is used for all purposes, including overtime for both permanent and casual employees.

1. Depot Hand in Training	\$879.38	\$23.14ph
2. Domestic Offsider	\$899.08	\$23.66ph
Refuse treatment and/or handling and/or disposal facility attendant		
3. Weighbridge operator	\$908.98	\$23.92ph
Driver (not elsewhere included) of vehicle up to 4.5t GVM		
Trainee Driver up to 14t GVM		
4. Driver of a vehicle with a truck	\$923.98	\$24.32ph
mounted crane, or, Driver of Road Sweeper Furnace Operator Incinerator Operator Operator of earthmoving plant up to and including 150 BHP Trainee driver of a vehicle exceeding 14t GVM Driver of a waste management vehicle between 4.5 and 14t GVM		
5. Driver of vehicle exceeding 14 tonnes GVM and up to 30 tonnes GVM, being:		
- rear end loading vehicles		
- roll on/roll off vehicles		
- side lift vehicles		
- liquid waste rigid vehicles		
- lift on skip or morrell vehicles		
- pantehnicon		
- vehicle carrying septic tanks, chemical closets, portaloos etc		
	\$934.38	\$24.59ph

6. Driver of articulated vehicle	\$956.38	\$25.17ph
Driver/Operator (S.O.L.O. System)		
Driver of rigid vehicle exceeding 30 tonnes GVM		
Driver of front lift vehicle		
7. Driving Instructor (All Systems)	\$1018.58	\$26.80ph
8. An employee performing one of more of the following functions:		
- Intermodal facility operator and tipping platform operator only		
- Operator of earth moving plant at a waste management facility over 150 BHP (approx 112 Kw)		
	\$1,064.78	\$28.02ph
9. Driver of a double articulated vehicle (B double)	\$1,074.28	\$28.27ph

JUNIORS

<19 YEARS 70% Adult rate
19 years <20 years 80% Adult rate
20 years Full Adult rate

CASUALS

Casual employees receive an allowance of 25% on the hourly rate (see Note above) of pay for all **ordinary hours** worked -see definition below. **For overtime hours, the 25% allowance is reduced to 10% of the hourly rate of pay.**
A casual must be paid a minimum of 4 hours per start

ALLOWANCES

- Meal Allowance **\$16.76**
- Transport Allowance – start before 4am **\$8.28**
- First Aid Allowance **\$4.31** per day
- Leading Hand weekly allowance
 - 4-8 employees **\$23.27**
 - 9-15 employees **\$34.46**
 - >15 employees **\$47.38**

***The Industry Allowance is a flat amount which is calculated at 11% of the Standard Rate, which is the base rate for a Grade 6.**

ORDINARY HOURS & OVERTIME – the spread of ordinary hours under this award is **4.00am to 5.00pm**, Monday to Friday. Any work outside those hours, or beyond 7.6 per day (or 8 if accruing for an RDO) should be paid at overtime rates, **time and a half for the first 2 hours and double time thereafter.**
NB: the casual loading reduces from 25% to 10% of the base rate above on overtime hours.

Waste Management Award 2010 - Rates as at 1 July 2019

Industry Allowance (IA) of \$94.78 is added to the Minimum Weekly rate and divided by 38 to give hourly rate. Note IA is included in casual hourly rate

Permanent	Min	Min weekly	HourlyRate	O/T 1st	O/T after	Good	Public Hols
	Weekly	+IA=MinRate)	(HR)	2hrs- 150%	2hrs 200%	(Normal Day + 200%) Friday & Xmas	(Normal Day + 150%)
Grade 1	784.60	879.38	23.14	34.71	46.28	69.42	57.85
Grade 2	804.30	899.08	23.66	35.49	47.32	70.98	59.15
Grade 3	814.20	908.98	23.92	35.88	47.84	71.76	59.80
Grade 4	829.20	923.98	24.31	36.47	48.62	72.93	60.78
Grade 5	839.60	934.38	24.58	36.87	49.16	73.74	61.45
Grade 6	861.60	956.38	25.16	37.74	50.32	75.48	62.90
Grade 7	923.80	1,018.58	26.80	40.20	53.60	80.40	67.00
Grade 8	970.00	1,064.78	28.02	42.03	56.04	84.06	70.05
Grade 9	979.50	1,074.28	28.27	42.41	56.54	84.81	70.68

Casual	Hourly	O/T	Casual	Good	Public
	Rate (HR)	(HR*1.5 + 10%HR)	O/T (HR*2+ 10%HR)	Friday & Xmas (300+25%) All hours	Holidays (250%+25%) All hours
Grade 1	28.93	37.02	48.59	75.21	63.64
Grade 2	29.58	37.86	49.69	76.90	65.07
Grade 3	29.90	38.27	50.23	77.74	65.78
Grade 4	30.39	38.90	51.05	79.01	66.85
Grade 5	30.73	39.33	51.62	79.89	67.60
Grade 6	31.45	40.26	52.84	81.77	69.19
Grade 7	33.50	42.88	56.28	87.10	73.70
Grade 8	35.03	44.83	58.84	91.07	77.06
Grade 9	35.34	45.23	59.37	91.88	77.74