**Wage Rates - Bus Drivers**
From First Full Pay Period After 1 July 2015

**Operators with TfNSW Contract and 2012 Enterprise Agreement approved by FWC**

NOTE - Includes 2.37% Increase (Based on Contract Indexation)

<table>
<thead>
<tr>
<th>PERMANENT</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>38 hour week</td>
<td>977.38</td>
</tr>
<tr>
<td>Per Hour</td>
<td>25.7205</td>
</tr>
<tr>
<td>Time &amp; Half</td>
<td>38.5807</td>
</tr>
<tr>
<td>Time &amp; Three Qtrs</td>
<td>45.0108</td>
</tr>
<tr>
<td>Double Time</td>
<td>51.4409</td>
</tr>
<tr>
<td>Double Time &amp; Half</td>
<td>64.3012</td>
</tr>
</tbody>
</table>

**Annual Leave Loading**

| Permanent | 25% |

<table>
<thead>
<tr>
<th>CASUALS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(Inc. 24.58% loading for OTE)</td>
<td></td>
</tr>
<tr>
<td>Per Hour</td>
<td>32.0426</td>
</tr>
</tbody>
</table>

| For Non - OTE (Inc. 15% loading) | |
| Time & Half | 44.3678 |
| Double Time | 59.1571 |
| Double Time & Half | 73.9463 |

<table>
<thead>
<tr>
<th>ALLOWANCES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>D/C when issue tix or collect fares (Per day)</td>
<td>14.6641</td>
</tr>
<tr>
<td>Articulated Bus (Per shift)</td>
<td>6.3654</td>
</tr>
<tr>
<td>Crib break no toilet facilities (Per shift)</td>
<td>2.2499</td>
</tr>
<tr>
<td>Meal</td>
<td>12.2446</td>
</tr>
<tr>
<td>Work before 6am/ after 6pm (Per day)</td>
<td>2.2499</td>
</tr>
<tr>
<td>Broken shift finish after 10pm (Per day)</td>
<td>3.0527</td>
</tr>
</tbody>
</table>

**Operators with TfNSW Contract and No Enterprise Agreement**

NOTE - Includes 2.37% Increase (Based on Contract Indexation)

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</tbody>
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<td></td>
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<tr>
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<td>32.0426</td>
</tr>
</tbody>
</table>

| For Non - OTE (Inc. 15% loading) | |
| Time & Half | 44.3678 |
| Double Time | 59.1571 |
| Double Time & Half | 73.9463 |

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<td>2.2499</td>
</tr>
<tr>
<td>Broken shift finish after 10pm (Per day)</td>
<td>3.0527</td>
</tr>
</tbody>
</table>

1. There are other allowances that apply under the Passenger Vehicle Transportation Award (Refer next page)

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# Wage Rates - Bus & Coach Drivers

From First Full Pay Period After 1 July 2015

Passenger Vehicle Transportation Award (PVTA) Rates

## PVTA

### GRADE 2

*Inc. 2.5% Wage Panel Review Determination*

<table>
<thead>
<tr>
<th>Permanent $</th>
<th>38 hour week</th>
<th>725.90</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per Hour</td>
<td>19.10</td>
</tr>
<tr>
<td></td>
<td>Time &amp; a Half</td>
<td>28.65</td>
</tr>
<tr>
<td></td>
<td>Double Time</td>
<td>38.20</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half</td>
<td>47.75</td>
</tr>
</tbody>
</table>

**Annual Leave Loading**

- **Permanent**: 17.5%

### CASUALS *

*(inc. 25% loading for OTE)*

<table>
<thead>
<tr>
<th>Casuals $</th>
<th>Per Hour</th>
<th>23.88</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Time &amp; a Half (e.g. Saturday)</td>
<td>33.43</td>
</tr>
<tr>
<td></td>
<td>Double Time (e.g. Sunday)</td>
<td>42.98</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half (Public Holiday)</td>
<td>52.53</td>
</tr>
</tbody>
</table>

### ALLOWANCES

- Articulated Bus (per shift): 11.97
- Meal (per occasion): 12.28
- Uniform (Reimbursement)
- Work Diary (Reimbursement)
- Medical: Diff between medical cost and medicare rebate
- Travel: base rate for hours travelling plus expenses (if car 0.78 per km)
- Living Away from Home: 8 hrs at base rate plus meal and accommodation costs
- First Aid* Per hour (OTE only): 0.38

### GRADE 3

*Inc. 2.5% Wage Panel Review Determination*

<table>
<thead>
<tr>
<th>Permanent $</th>
<th>38 hour week</th>
<th>767.50</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per Hour</td>
<td>20.20</td>
</tr>
<tr>
<td></td>
<td>Time &amp; a Half</td>
<td>30.30</td>
</tr>
<tr>
<td></td>
<td>Double Time</td>
<td>40.40</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half</td>
<td>50.50</td>
</tr>
</tbody>
</table>

**Annual Leave Loading**

- **Permanent**: 17.5%

### CASUALS *

*(inc. 25% loading for OTE)*

<table>
<thead>
<tr>
<th>Casuals $</th>
<th>Per Hour</th>
<th>25.25</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Time &amp; a Half (e.g. Saturday)</td>
<td>35.35</td>
</tr>
<tr>
<td></td>
<td>Double Time (e.g. Sunday)</td>
<td>45.45</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half</td>
<td>55.55</td>
</tr>
</tbody>
</table>

### ALLOWANCES

- Articulated Bus (per shift): 11.97
- Meal (per occasion): 12.28
- Uniform (Reimbursement)
- Work Diary (Reimbursement)
- Medical: Diff between medical cost and medicare rebate
- Travel: base rate for hours travelling plus expenses (if car 0.78 per km)
- Living Away from Home: 8 hrs at base rate plus meal and accommodation costs
- First Aid* Per hour (OTE only): 0.38

### GRADE 4

*Inc. 2.5% Wage Panel Review Determination*

<table>
<thead>
<tr>
<th>Permanent $</th>
<th>38 hour week</th>
<th>794.30</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per Hour</td>
<td>20.90</td>
</tr>
<tr>
<td></td>
<td>Time &amp; a Half</td>
<td>31.35</td>
</tr>
<tr>
<td></td>
<td>Double Time</td>
<td>41.80</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half</td>
<td>52.25</td>
</tr>
</tbody>
</table>

**Annual Leave Loading**

- **Permanent**: 17.5%

### CASUALS *

*(inc. 25% loading for OTE)*

<table>
<thead>
<tr>
<th>Casuals $</th>
<th>Per Hour</th>
<th>26.13</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Time &amp; a Half (e.g. Saturday)</td>
<td>36.58</td>
</tr>
<tr>
<td></td>
<td>Double Time (e.g. Sunday)</td>
<td>47.03</td>
</tr>
<tr>
<td></td>
<td>Double Time &amp; a Half (Public Holiday)</td>
<td>57.48</td>
</tr>
</tbody>
</table>

### ALLOWANCES

- Articulated Bus (per shift): 11.97
- Meal (per occasion): 12.28
- Uniform (Reimbursement)
- Work Diary (Reimbursement)
- Medical: Diff between medical cost and medicare rebate
- Travel: base rate for hours travelling plus expenses (if car 0.78 per km)
- Living Away from Home: 8 hrs at base rate plus meal and accommodation costs
- First Aid* Per hour (OTE only): 0.38

---

* Casuals working overtime are paid the same overtime as permanent drivers (i.e. No casual loading for overtime) Refer to permanent rates.

2. Grade 2: Driver of School bus with carrying capacity of less than 25 school children. Note that lower rates may apply to new employees.

3. Grade 3: Driver of School bus with carrying capacity of 25 or more school children OR regular route vehicle with carrying capacity of less than 25 passengers OR vehicle which undertakes charter, single day tours or which operates regularly between fixed terminals with a return distance less than 650 km

4. Grade 4: Driver of regular route vehicle with carrying capacity of 25 passengers or more

5. Applies where the operator requests the employee to obtain a medical report OR where the employee is required to use a doctor of the operator’s choice

6. Where operator appoints employee as First Aid Officer and employee holds First Aid Certificate

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## Mechanics (No Enterprise Agreement)
Manufacturing and Associated Industries and Occupations Award 2010

**Inc. 2.5% Wage Panel Review Determination**

<table>
<thead>
<tr>
<th>PERMANENT</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level C10</td>
<td>764.90</td>
</tr>
<tr>
<td>Per Hour</td>
<td>20.13</td>
</tr>
<tr>
<td>Tool Allowance per hour (OTE)</td>
<td>0.39</td>
</tr>
</tbody>
</table>

**CASUALS** (inc. 25% loading)

| Per Hour | 25.16 |

**APPRENTICES**

<table>
<thead>
<tr>
<th>Completed Yr 10 or Less</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage 1 Per hour</td>
<td>8.45</td>
<td>10.07</td>
</tr>
<tr>
<td>Stage 2 Per hour</td>
<td>11.07</td>
<td>12.08</td>
</tr>
<tr>
<td>Stage 3 Per hour</td>
<td>15.10</td>
<td>15.10</td>
</tr>
<tr>
<td>Stage 4 Per hour</td>
<td>17.71</td>
<td>17.71</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Completed Yr 11</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage 1 Per hour</td>
<td>9.72</td>
<td>10.07</td>
</tr>
<tr>
<td>Stage 2 Per hour</td>
<td>11.07</td>
<td>12.08</td>
</tr>
<tr>
<td>Stage 3 Per hour</td>
<td>15.10</td>
<td>15.10</td>
</tr>
<tr>
<td>Stage 4 Per hour</td>
<td>17.71</td>
<td>17.71</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Completed Yr 12</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage 1 Per hour</td>
<td>10.19</td>
<td>11.07</td>
</tr>
<tr>
<td>Stage 2 Per hour</td>
<td>11.86</td>
<td>13.08</td>
</tr>
<tr>
<td>Stage 3 Per hour</td>
<td>17.79</td>
<td>15.10</td>
</tr>
<tr>
<td>Stage 4 Per hour</td>
<td>18.47</td>
<td>18.47</td>
</tr>
</tbody>
</table>

**Apprentice Tool Allowance**

| Stage 1 Per hour (OTE) | 0.16 | 0.19 |
| Stage 2 Per hour (OTE) | 0.21 | 0.23 |
| Stage 3 Per hour (OTE) | 0.29 | 0.29 |
| Stage 4 Per hour (OTE) | 0.34 | 0.34 |

**Wage Rates - Other Staff**

### Clerical / Administration (No Enterprise Agreement)
Clerks – Private Sector Award 2010

**Inc. 2.5% Wage Panel Review Determination**

<table>
<thead>
<tr>
<th>PERMANENT (Full Time)</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year Level 1 (Per week)</td>
<td>698.40</td>
</tr>
<tr>
<td>2nd Year Level 1 (Per week)</td>
<td>733.00</td>
</tr>
<tr>
<td>3rd Year Level 1 (Per week)</td>
<td>766.00</td>
</tr>
<tr>
<td>1st Year Level 2 (Per week)</td>
<td>764.90</td>
</tr>
<tr>
<td>2nd Year Level 2 (Per week)</td>
<td>779.10</td>
</tr>
<tr>
<td>Level 3 (Per week)</td>
<td>807.90</td>
</tr>
<tr>
<td>Level 4 (Per week)</td>
<td>848.30</td>
</tr>
<tr>
<td>Level 5 (Per week)</td>
<td>882.80</td>
</tr>
</tbody>
</table>

**CASUALS** (inc. 25% loading)

| Per Hour | 22.98 |

**Cleaner (No Enterprise Agreement)**
Passenger Vehicle Transportation Award 2010.

**GRADE 1**

**Inc. 2.5% Wage Panel Review Determination**

<table>
<thead>
<tr>
<th>PERMANENT CLEANER</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>38 hour week</td>
<td>708.70</td>
</tr>
<tr>
<td>Per Hour</td>
<td>18.65</td>
</tr>
</tbody>
</table>

**CASUAL CLEANER** (inc. 25% loading)

| Per Hour | 23.31 |

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