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CROWN EMPLOYEES (SCHOOL PSYCHOLOGISTS - DEPARTMENT OF EDUCATION) SALARIES AWARD 2022

AWARD REPRINT

This reprint of the consolidated contract determination is published under the authority of the Industrial Registrar pursuant to section 390 of the *Industrial Relations Act 1996*, and under clause 6.6 of the *Industrial Relations Commission Rules 2022*.

I certify that the form of this reprint, incorporating the variations set out in the schedule, is correct as at 9 October 2023.

E. ROBINSON, *Industrial Registrar*

Schedule of Variations Incorporated

Variation Serial No.	Date of Publication	Effective Date	Industrial Gazette Reference	
			Volume	Page No.
C9765	17 November 2023	1 January 2022	395	1195
C9819	2 February 2024	9 October 2023	396	609
C9826	16 February 2024	9 October 2023	396	878

PART A

Arrangement

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PART B - SALARIES

Table 1 - School Psychologist Salaries
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1. Title

- 1.1 This award will be known as the Crown Employees (School Psychologists – Department of Education) Salaries Award.

2. Purpose of This Award

- 2.1 This award establishes the rates of pay, salary progression and industrial instruments governing the conditions of employment for School Psychologists, Senior Psychologists Education and Leaders, Psychology Practice.

3. Definitions

- 3.1 "Act" means the *Government Sector Employment Act 2013* (NSW).
- 3.2 "Advanced Certification" means certification at the advanced capability stage of the Professional Practice Framework.
- 3.3 "AHPRA" means the Australian Health Practitioner Regulation Agency, the national organisation responsible for implementing the National Registration and Accreditation Scheme across Australia in partnership with the national boards for each health profession.
- 3.4 "Annual Performance and Development Plan" means the process by which employees covered by this award will identify, implement and review goals in accordance with the applicable capability stage of the Professional Practice Framework.
- 3.5 "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- 3.6 "Casual Employee" means an employee employed to carry out irregular, intermittent, short-term, urgent or other work as and when required.
- 3.7 "Department" means the New South Wales Department of Education.
- 3.8 "Employee" means any person employed as a School Psychologist, Senior Psychologist Education or Leader, Psychology Practice, in accordance with the Act in ongoing, temporary or casual employment.
- 3.9 "Established Certification" means certification at the established capability stage of the Professional Practice Framework.
- 3.10 "Industrial Relations Commission" means the Industrial Relations Commission of New South Wales established by the *Industrial Relations Act 1996* (NSW).
- 3.11 "Industrial Relations Secretary" means the Industrial Relations Secretary, as established under the Act.
- 3.12 "Leader, Psychology Practice" means a person appointed to lead a team of Senior Psychologists, Education to implement professional practices consistent with the standards of the Department and the Psychology Board of Australia. The Leader, Psychology Practice develops and implements strategies to enhance psychology services in schools, including professional development and support for the school counselling workforce.
- 3.13 "Ongoing Employee" means an employee whose employment continues until the employee resigns or his or her employment is terminated.
- 3.14 "Parties" means the Secretary of the Department of Education and the Association.
- 3.15 "Professional Practice Framework" means the Department's School Counselling Service core capabilities practice requirements for School Psychologists working in the school environment to guide professional practice and growth throughout their careers.

- 3.16 “The Board” or “Psychology Board” means the Psychology Board of Australia or successor organisation, responsible for registering psychologists and provisional psychologists, developing standards, codes and guidelines for the psychology profession
- 3.17 “Relevant experience in a psychologist role” means all experience in a psychologist role that is relevant to the role of school psychologist, as determined by the Secretary, or their delegate, in their sole discretion.
- 3.18 “School” means a Department school where instruction is provided by the Department and includes any place designated as part of, or as an annex to, such school.
- 3.19 “School Psychologist” means a person employed as such, in a School by the Secretary under the Act. School Psychologists provide specialised psychological assessment, counselling and intervention services to strengthen learning and wellbeing outcomes for students.
- 3.20 “School Psychologist, Advanced Certification” means a School Psychologist as defined at 3.19 who has also attained Advanced Certification against the Professional Practice Framework, holds General Registration with the Psychology Board, and has completed 12 months of service at SP5.
- 3.21 “Secretary” means the Secretary of the New South Wales Department of Education.
- 3.22 “Senior Psychologist Education” means a person employed under the Act to provide professional leadership and clinical/professional practice supervision to School Psychologists and professional leadership in the delivery of psychological services to school communities.
- 3.23 “Temporary Employee” means an employee employed on a temporary basis to carry out work for a specified period.
- 3.24 “The School Counselling Service” means the psychological service provided within Schools by suitably qualified staff, contributing appropriate school-based support for the mental health and wellbeing of students - including but not limited to, counselling, and cognitive, emotional and behavioural assessments and evidence-based interventions. The School Counselling Service includes staff working within Department schools as a School Counsellor, School Psychologist, Senior Psychologist Education, District Guidance Officer, Leader, Psychology Practice and staff working in executive and corporate roles whose core business relates to the School Counselling Service.

4. Salaries

School Psychologists

- 4.1 Effective from the first full pay period on or after 9 October 2023:
- 4.1.1 the salaries and rates of pay for school psychologists arise from and reflect the implementation of a new classification structure in accordance with Part B – Salaries, Table 1.
- 4.2 The annual salary for School Psychologists will be in accordance with the School Psychologist’s level of Registration with the Psychology Board on commencement of employment.
- 4.2.1 A School Psychologist with Provisional Registration with the Psychology Board will commence on SP1.
- 4.2.2 Unless clauses 4.2.3 to 4.2.5 apply, a School Psychologist with General Registration with the Psychology Board will commence employment with the Department on SP2.
- 4.2.3 A School Psychologist with General Registration with the Psychology Board and at least two years’, but less than three years’, relevant experience in a psychologist role with General Registration will commence on SP3.

- 4.2.4 A School Psychologist with General Registration with the Psychology Board and at least three years', but less than four years', relevant experience in a psychologist role with General Registration will commence on SP4.
- 4.2.5 A School Psychologist with General Registration with the Psychology Board and at least four years' relevant experience in a psychologist role with General Registration will commence on SP5.
- 4.2.6 When making an offer of employment to a prospective Employee, the Department must inform them of the terms of this clause 4 and give the prospective Employee an opportunity to put forward any information that they wish the Secretary to consider in determining whether the prospective Employee should commence employment on a band higher than SP2.
- 4.2.7 A School Psychologist with General Registration with the Psychology Board and Advanced Certification against the Professional Practice Framework will commence on the School Psychologist Advanced Certification salary.

Senior Psychologists Education and Leaders, Psychology Practice

- 4.3 The rates of pay for senior psychologists education and leaders, psychology practice arise from and reflect the implementation of a new classification structure in accordance with Part B – Salaries, Table 2 and will be effective from the first pay period commencing on or after 9 October 2023.

Salary Progression and Maintenance

- 4.4 Salary progression from SP1 to SP2 will take effect from the first full pay period after the completion of a minimum of 12 months service, attainment of General Registration with the Psychology Board and subject to the satisfactory performance of duties via an Annual Performance and Development Plan.
 - 4.4.1. For those School Psychologists who have 12 months of service at SP1 but do not have General Registration with the Psychology Board, progression from SP1 to SP2 will take effect from the first pay period after the School Psychologist attains General Registration with the Psychology Board and subject to the satisfactory performance of duties via an Annual Performance and Development Plan (including goals consistent with working towards the attainment of Established Certification).
- 4.5 Salary progression from SP2 to SP3 will take effect from the first full pay period after the completion of 12 months service at SP2 for those School Psychologists who continue to meet the requirements of General Registration with the Psychology Board and subject to the satisfactory performance of duties via an Annual Performance and Development Plan (including goals consistent with the attainment of Established Certification).
- 4.6 Salary progression from SP3 to SP4 and from SP4 to SP5 will take effect from the first full pay period after the completion of 12 months service for those School Psychologists who continue to meet the requirements of General Registration with the Psychology Board and subject to the satisfactory performance of their duties via an Annual Performance and Development Plan (including goals consistent with the maintenance of Established Certification).
- 4.7 Salary progression from SP5 to School Psychologist Advanced Certification will take effect from the first full pay period after confirmation of Advanced Certification and General Registration by the Psychology Board for School Psychologists who have been remunerated at SP5 for a minimum of 12 months and subject to satisfactory performance of duties via the Annual Performance and Development Plan (including goals consistent with the maintenance of Established Certification). For those School Psychologists who have Advanced Certification and General Registration with the Psychology Board but do not have 12 months service at SP5, progression from SP5 to School Psychologist Advanced Certification will, subject to satisfactory performance of duties via the Annual Performance and Development Plan, take effect from the first full pay period after the completion of 12 months service at SP5.

- 4.8 Payment of salaries under this clause is conditional upon a School Psychologist maintaining the appropriate level of registration with the Psychology Board in accordance with AHPRA regulations and Established Certification and Advanced Certification (where relevant).
- 4.9 Where delays to the completion of the Annual Performance and Development Plan process occurs, subject to compliance with all other requirements of clauses 4.4 to 4.7, a School Psychologist will be entitled to progress to the subsequent salary band effective from the original increment date, including backpay as necessary, on confirmation of satisfactory performance.
- 4.10 Where performance concerns are identified as part of the Annual Performance and Development Plan, the increment of a School Psychologist may be deferred. Subject to the compliance with the requirements of clauses 4.4 to 4.7, the payment of a previously deferred increment will be made from the date the Department deems the performance of the School Psychologist to be satisfactory. Where the unsatisfactory service occurred:
- 4.10.1 within the first 3 years of employment, the original increment date will be retained.
- 4.10.2 after 3 years employment, all future incremental dates will be varied by the period of the deferment.

School Psychologists – Transition Arrangements

- 4.11 Existing school psychologists will transition to the new classification structure from the first full pay period on or after 9 October 2023.
- 4.12 A School Psychologist on Band 1 with less than 12 months service and Provisional Registration will:
- 4.12.1 Move to SP1 of the salary scale; and
- 4.12.2 Progress to SP2 after the attainment of General Registration with the Psychology Board and 12 months service.
- 4.12.3 Where General Registration is achieved ahead of 12 months service, progression will occur once 12 months is achieved.
- 4.12.4 Where 12 months service is achieved ahead of General Registration, progression will occur once General Registration is achieved.
- 4.13 A School Psychologist on Band 1 with more than 12 months service and Provisional Registration will:
- 4.13.1 Move to SP1 of the salary scale; and
- 4.13.2 Progress to SP2 after the attainment of General Registration with the Psychology Board.
- 4.14 A School Psychologist on Band 2.0 with less than 12 months service will:
- 4.14.1 Move to SP2 of the salary scale; and
- 4.14.2 Progress to SP3 of the salary scale after reaching 12 months service.
- 4.15 A School Psychologist on Band 2.0 with more than 12 months service will:
- 4.15.1 Move to SP3 of the salary scale.
- 4.16 A School Psychologist on Band 2.1 will:
- 4.16.1 Move to SP3 of the salary scale.
- 4.17 A School Psychologist on Band 2.2 will:

- 4.17.1 Move to SP4 of the salary scale.
- 4.18 A School Psychologist on Band 2.3 will:
- 4.18.1 Move to SP5 of the salary scale; and
- 4.18.2 Progression to School Psychologist Advanced Certification will only apply to School Psychologists after the attainment of Advanced Certification against the Professional Practice Framework and 12 months service.
- 4.18.3 Where Advanced Certification against the Professional Practice Framework is achieved ahead of 12 months service, progression will occur once 12 months service is achieved.
- 4.18.4 Where 12 months service is achieved ahead of Advanced Certification against the Professional Practice Framework, progression will occur once Advanced Certification against the Professional Practice Framework is achieved.
- 4.19 A School Psychologist on Band 3 will:
- 4.19.1 Move to the School Psychologist Advanced Certification rate.
- 4.20 Upon completion of transition to the new salary structure effective from 9 October 2023, salary progression and maintenance will be subject to clauses 4.4 to 4.10 of this award.

5. Casual Employees

- 5.1 The rates of pay for casual employees are set out in Part B – Salaries, Table 3.
- 5.2 A casual employee will be engaged and paid for a minimum of 3 consecutive hours for each day worked.
- 5.3 Casual school psychologists will receive either the CSP1 or CSP2 rate of pay as provided for in Part B – Salaries, Table 3 in accordance with their registration status. That is, a provisionally registered casual school psychologist will be paid at CSP1 and a generally registered casual school psychologist will be paid at CSP2.
- 5.4 Casual school psychologists who commence work at the CSP1 rate of pay will be required to work for a minimum of 12 months before being eligible to receive the CSP2 rate of pay, even if they have attained General Registration.
- 5.5 Casual employees will be paid a casual hourly rate of pay which has been calculated in line with the formula prescribed at Clause 12.3 of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as varied or replaced.

Casual School Psychologists – Transition Arrangements

- 5.7 Existing casual school psychologists will transition to the new classification structure from the first full pay period on or after 9 October 2023.
- 5.8 A casual school psychologist on Band 1 with less than 12 months of service will:
- 5.8.1 Move to CSP1 of the salary scale; and
- 5.8.2 Progress to CSP2 of the salary scale after 12 months service and the attainment of General Registration with the Psychology Board.
- 5.8.3 Where General Registration is achieved ahead of 12 months service, progression will occur once the 12 months service is achieved.

5.8.4 Where 12 months of service is achieved ahead of General Registration, progression will occur once General Registration is achieved.

5.9 A casual school psychologist on Band 2 will:

5.9.1 Move to CSP2 of the salary scale.

6. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

6.1 The entitlement to salary package in accordance with this clause is available to:

6.1.1 ongoing full-time and part-time employees;

6.1.2 temporary employees, subject to the Department's convenience; and

6.1.3 casual employees, subject to the Department's convenience, and limited to salary sacrifice to superannuation in accordance with subclause 6.7.

6.2 For the purposes of this clause:

6.2.1 "salary" means the salary or rate of pay prescribed for the employee's classification by Part B – Salaries of this award, and any other payment that can be salary packaged in accordance with Australian taxation law.

6.2.2 "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.

6.3 By mutual agreement with the Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:

6.3.1 a benefit or benefits selected from those approved by the Secretary; and

6.3.2 an amount equal to the difference between the employee's salary, and the amount specified by the Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.

6.4 An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.

6.5 The agreement will be known as a Salary Packaging Agreement.

6.6 Except in accordance with subclause 6.7, a Salary Packaging Agreement must be recorded in writing and must be for a period of time as mutually agreed between the employee and the Secretary at the time of signing the Salary Packaging Agreement.

6.7 Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:

6.7.1 paid into the superannuation fund established under the *First State Superannuation Act 1992*; or

6.7.2 where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or

6.7.3 subject to the Department's agreement, paid into another complying superannuation fund.

- 6.8 Where the employee makes an election to salary sacrifice, the employer must pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- 6.9 Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) *Police Regulation (Superannuation) Act 1906 (NSW)*;
 - (b) *Superannuation Act 1916 (NSW)*;
 - (c) *State Authorities Superannuation Act 1987 (NSW)*; or
 - (d) *State Authorities Non-contributory Superannuation Act 1987 (NSW)*,

the Department must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.

- 6.10 Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause 6.9 of this clause, the Department must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- 6.11 Where the employee makes an election to salary package:
- 6.11.1 subject to Australian Taxation law, the amount salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
 - 6.11.2 any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, is calculated by reference to the rate of pay which would have applied to the employee under clause 4, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- 6.12 The Secretary may vary the range and type of benefits available from time to time following discussion with the Association. Such variations apply to any existing or future Salary Packaging Agreement from date of such variation.
- 6.13 The Secretary will determine from time to time the value of the benefits provided following discussion with the Association. Such variations apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

7. Conditions of Employment

7.1 General Conditions

The employees covered by this award are entitled to the conditions of employment as provided for under the Act, Government Sector Employment Regulation 2014 (NSW) and the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 as varied or replaced. To the extent of any inconsistency between the employment conditions found in the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 and this award, the employment conditions in this award apply.

7.2 Professional Supervision

- 7.2.1 Provisional School Psychologists who have been funded to complete a Department Scholarship will be provided by the Department with professional supervision by a Board-approved supervisor, employed or endorsed by the Department in accordance with the requirements of the Psychology Board guidelines and AHPRA regulations to achieve their registration.
- 7.2.2 Provisional School Psychologists who enter the service without a scholarship will have access to a principal and/or secondary Board-approved supervisor(s) to complete their registration requirements.
- 7.2.3 All School Psychologists' classifications will be provided by the Department with professional supervision by their professional practice supervisor within the School Counselling Service in order to maintain competence in their psychological practice through ongoing professional supervision in accordance with the requirements of the Psychology Board guidelines and AHPRA regulations.

8. Qualifications

- 8.1 Qualifications for School Psychologists will be those determined necessary to achieve General Registration with the Psychology Board, in accordance with AHPRA regulations.
 - 8.1.1 To become eligible for General Registration, the minimum qualification required is completion of a six-year sequence of Board-approved accredited of education and training, known as an internship pathway. This could include a minimum of four years of study in Psychology followed by a two-year Board-approved supervised practice program undertaken while registered as a Provisional Psychologist; or five years of study in Psychology followed by one-year Board-approved supervised practice program undertaken while registered as a Provisional Psychologist.
 - 8.1.2 Those completing one of the internship pathways outlined in clause 8.1.1 must pass the National Psychology Exam before applying for General Registration.
 - 8.1.3 Alternatively a higher degree pathway to General Registration is available. Completion of an approved postgraduate degree in Psychology, accredited at the fifth or sixth-year level, such as a Masters or Doctorate will mean eligibility to apply for General Registration.

9. Professional Practice Framework

- 9.1 The Professional Practice Framework applies to all Employees.
 - 9.1.1 Any changes to the existing Professional Practice Framework or the development of a new framework will be the subject of consultation between the parties.

10. Performance and Development

- 10.1 Performance and development processes applicable to School Psychologists will consist of completion of an Annual Performance and Development Plan developed every 12 months in accordance with the Professional Practice Framework.
- 10.2 School Psychologists must have appropriate and equitable access to professional training, education and conference attendance relevant to both the Department and employee in order that they maintain competence through ongoing professional development in accordance with Psychology Board guidelines. The Department must not unreasonably refuse requests by psychologists to attend relevant training, education and conferences. Attendance of approved training, education and conferences must be in accordance with Section 7 – Training and Professional Development of the Crown Employees (Public Service Conditions of Employment) reviewed Award 2009 as amended from time to time.

11. Grievance and Dispute Settlement Procedure

- 11.1 All grievances and disputes relating to the provisions of this Award must initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate agency, if required.
- 11.2 An employee is required to notify in writing their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- 11.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977 (NSW)*) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the Secretary or Delegate.
- 11.4 The immediate manager, or other appropriate officer, must convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- 11.5 If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the dispute. This manager must respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the Secretary or Delegate.
- 11.6 The Secretary may refer the matter to the Industrial Relations Secretary for consideration.
- 11.7 In the event that the matter remains unresolved, the Secretary must provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter.
- 11.8 An employee, at any stage, may request to be represented by an Association representative.
- 11.9 The employee or the Association on their behalf or the Secretary may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- 11.10 The employee, Association, Department and Secretary must agree to be bound by any recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- 11.11 Whilst the procedures outlined in (11.2) to (11.10) are being followed, normal work undertaken prior to notification of the grievance or dispute must continue unless otherwise agreed between the parties, or, in the case involving Occupational Health and Safety, if practicable, normal work must proceed in such a manner to avoid any risk to the health and safety of any employee or member of the public.

12. No Extra Claims

- 12.1 Other than as provided for in the *Industrial Relations Act 1996 (NSW)* and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014 (NSW), there are to be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the award that take effect prior to 8 October 2024 by a party to this award.

13. Anti-Discrimination

- 13.1 It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996 (NSW)* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.

- 13.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed in clause 9 of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 or successor, the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 13.3 Under the *Anti-Discrimination Act 1977* (NSW), it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 13.4 Nothing in this clause is to be taken to affect:
- 13.4.1 any conduct or act which is specifically exempted from anti-discrimination legislation;
- 13.4.2 offering or providing junior rates of pay to persons under 21 years of age;
- 13.4.3 any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977* (NSW); and
- 13.4.4 a party to this award from pursuing matters of unlawful discrimination in any state or federal jurisdiction.
- 13.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

14. Area, Incidence and Duration

- 14.1 This award covers all School Psychologists, Senior Psychologists Education and Leaders, Psychology Practice employed by the Department under the Act.
- 14.2 This award commences on and from 1 January 2022 and remains in force until 8 October 2024.
- 14.3 The changes made by variation to the Crown Employees (School Psychologists – Department of Education) Salaries Award 2022 published 9 June 2023 (394 I.G. 636) will take effect from 9 October 2023.

PART B

SALARIES

Table 1 – School Psychologist Salaries

Classification	Salary to commence on or after 9.10.2023 \$
SP1	95,317
SP2	99,220
SP3	106,131
SP4	114,115
SP5	140,502
School Psychologist Advanced Certification	151,742

Table 2 - Senior Psychologists Education and Leaders, Psychology Practice Salaries

Classification	Salary to commence on or after 9.10.2023 \$
Senior Psychologist Education	164,044
Leader, Psychology Practice	168,547

Table 3**Hourly Rates of Pay – Casual School Psychologists and Senior Psychologists Education**

Classification	Rates to commence on or after 9.10.2023 \$
CSP1	65.02
CSP2	77.11*
Senior Psychologist Education	111.91

*It is intended that this rate will not be amended and/or increased until such time it is overtaken by the casual rate derived from the SP3 salary by using the formula prescribed at Clause 12.3 of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 as varied or replaced.

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - GENERAL CARRIERS CONTRACT DETERMINATION 2017

AWARD REPRINT

This reprint of the consolidated contract determination is published under the authority of the Industrial Registrar pursuant to section 390 of the *Industrial Relations Act 1996*, and under clause 6.6 of the *Industrial Relations Commission Rules 2022*.

I certify that the form of this reprint, incorporating the variations set out in the schedule, is correct as at 19 February 2024.

E. ROBINSON, *Industrial Registrar*

Schedule of Variations Incorporated

Variation Serial No.	Date of Publication	Effective Date	Industrial Gazette Reference	
			Volume	Page No.
C9223	26 February 2021	15 March 2021	389	367
C9404	11 March 2022	1 March 2022	391	790
C9475	17 June 2022	18 April 2022	392	289
C9476	5 August 2022	16 May 2022	392	685
C9488	16 August 2022	20 June 2022	392	834
C9489	8 September 2022	18 July 2022	392	1049
C9500	8 September 2022	15 August 2022	392	1051
C9604	20 March 2023	19 September	393	1628
C9603	20 March 2023	3 October 2022	393	1617
C9605	20 March 2023	17 October 2022	393	1630
C9606	20 March 2023	14 November 2022	393	1632
C9609	20 March 2023	19 December 2022	393	1634
C9611	24 March 2023	16 January 2023	393	1664
C9614	24 March 2023	20 February 2023	393	1662
C9612	24 March 2023	20 February 2023	393	1666
C9620	31 March 2023	20 March 2023	393	1743
C9630	21 April 2023	20 February 2023	394	280
C9635	21 April 2023	17 April 2023	394	282
C9645	15 May 2023	12 May 2023	394	634
C9648	23 June 2023	19 June 2023	394	654
C9653	21 July 2023	17 July 2023	394	912
C9682	25 August 2023	21 August 2023	394	1796
C9729	6 October 2023	18 September 2023	395	462
C9741	13 October 2023	16 October 2023	395	499
C9767	17 November 2023	10 November 2023	395	1173
C9766	17 November 2023	20 November 2023	395	1193
C9796	15 December 2023	18 December 2023	396	145
C9805	12 January 2024	15 January 2024	396	432
C9818	2 February 2024	12 February 2024	396	619

DETERMINATION

Clause No. Subject Matter

PART 1 -APPLICATION AND OPERATION

1. Definitions
2. Application
3. Savings clause
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PART 1 - APPLICATION AND OPERATION

1. Definitions

1.1 In this Determination:

Act means the *Industrial Relations Act 1996* (NSW);

Additional Amount has the meaning attributed to it in Schedule A;

Carrying Capacity in relation to a Vehicle means the mass of the maximum load which the Vehicle may legally carry;

Cartage Rate Schedule means a written schedule (which may be an electronic document) identifying:

- (a) the basis of calculation of the Cartage Rates (e.g. per hour, per km or some other basis);
- (b) the amount of remuneration to be paid to the Contract Carrier for the Cartage Work (e.g. \$100 per hour); and
- (c) the timing of the payment of remuneration (e.g. the day of the week on which remuneration will be paid and the pay period).

Cartage Work means work performed under a Contract of Carriage;

Cost Model means the spreadsheet marked as Exhibit 1 in Matter No. 2019/48046;

Class of Vehicle means either a single axle drive prime mover or a bogie axle drive prime mover or, in the case of any other Vehicle, a Vehicle of a particular Carrying Capacity;

Contract of Carriage has the meaning given to that expression by the Act; Contract Carrier has the meaning given to that expression by the Act;

Delegate means a Union delegate of Contract Carriers based at a terminal and includes a co-delegate;

Determination means this Transport Industry - General Carriers Contract Determination;

Driver means a natural person operating the Contract Carrier's Vehicle who is approved in accordance with clause 11.6;

Finishing Place means:

- (a) the sites or depots where the Contract Carrier is principally engaged (which may be a network of depots within reasonable proximity); or
- (b) where the Principal Contractor and the Contract Carrier have agreed on an alternative location, the agreed alternative location; or
- (c) a place specified by the Principal Contractor, but only if the Contract Carrier is not principally engaged at a site or depot, save that any agreed or specified Finishing Place must be reasonable in the circumstances;

IRC means the Industrial Relations Commission of New South Wales;

Light Vehicle means a Vehicle with a Carrying Capacity of up to and including 3 tonnes;

Light Vehicle Rates means the minimum rates of remuneration set out in Schedule A.3 in this Determination that are expressed to apply to Light Vehicles.

Misconduct means consuming alcohol immediately before, or while undertaking work for the Principal Contractor, being under the influence of alcohol or a drug while undertaking work for the Principal Contractor, being dishonest or abusive while undertaking work for the Principal Contractor or in dealings with the Principal Contractor or customers, consignors, consignees or their respective representatives, or falsifying documents submitted to the Principal Contractor;

Nominated Contract Determination means a determination listed in Schedule D and any successor to those determinations;

Principal Contractor has the meaning given to that expression by the Act;

Regular Contract Carrier means a Contract Carrier who operates under a contract with a Principal Contractor and who is wholly or principally engaged by that Principal Contractor;

Specialised Vehicle means:

- (a) a rigid Vehicle with a tipping body;
- (b) an articulated Vehicle with a tipping trailer;
- (c) a Vehicle combination with a tipping trailer;
- (d) a rigid Vehicle with a tanker;
- (e) an articulated Vehicle with a tanker trailer;
- (f) a Vehicle combination with a tanker trailer;
- (g) a rigid or articulated Vehicle with a premixed concrete agitator;
- (h) a rigid, articulated or combination Vehicle that utilises a forklift or crane that is used to load and/or unload the Vehicle carting bricks, roof tiles, precast concrete panels, masonry or pottery;
- (i) a Vehicle with a trailer designed for the carrying of motor Vehicles; and
- (j) a Vehicle with a trailer designed to carry heavy machinery, operating plant or wide loads (a float),

save that a Specialised Vehicle does not include a Vehicle listed above if the Vehicle is being used in a manner or to cart materials or products for which it would not customarily be used for;

Starting Place means:

- (a) the sites or depots where the Contract Carrier is principally engaged (which may be a network of depots within reasonable proximity); or
- (b) where the Principal Contractor and the Contract Carrier have agreed on an alternative location, the agreed alternative location; or
- (c) a place specified by the Principal Contractor, but only if the Contract Carrier is not principally engaged at a site or depot,

save that any agreed or specified Starting Place must be reasonable in the circumstances; Union means the Transport Workers' Union of New South Wales; and

Vehicle means a Vehicle used by a Contract Carrier for the purpose of a Contract of Carriage.

Work Distance means the distance necessarily travelled by a Contract Carrier in the course of performing a Contract of Carriage, counted from the moment of departure from the Starting Place to the completion of Cartage Work at the Finishing Place;

Work Time means the time during which a Contract Carrier is necessarily engaged performing a Contract of Carriage. To avoid doubt, Work Time includes all time during which the Contract Carrier is required by the Principal Contractor to be at their disposal and/or at their direction, but excluding time lost because of breakdowns or accidents and the time taken by the Contract Carrier for meal breaks;

2. Application

- 2.1 This Determination applies to all Contracts of Carriage other than Contracts of Carriage:
- (a) which are covered by one of the Nominated Contract Determinations; and/or
 - (b) which are performed using a Specialised Vehicle.
- 2.2 This Determination takes effect on and from 6 August 2019 and shall have a nominal term of 3 years.

3. Savings Clause

- 3.1 No Contract Carrier shall suffer a reduction in their terms and conditions of engagement because of the making of this Determination.
- 3.2 This subclause applies to Contracts of Carriage entered into prior to 1 March 2022 that are performed by a Vehicle with a Carrying Capacity over 2 tonnes and up to and including 3 tonnes. No Contract Carrier shall suffer a reduction in the rates paid for such Contracts of Carriage (as were being paid immediately prior to the first pay period commencing on or after 1 March 2022) because of the introduction of Light Vehicle Rates.

4. Promotion of Determination

- 4.1 Within fourteen days of the commencement of this determination the Principal Contractor shall provide every Contract Carrier it currently engages a copy of this Determination.
- 4.2 The Principal Contractor shall provide every new Contract Carrier it engages after this Determination commences with a copy of this Determination within seven days of the engagement.
- 4.3 A Principal Contractor shall provide every Contract Carrier it engages with a copy of any variation to this Determination within fourteen days of the commencement of the variation.
- 4.4 The obligations in paragraphs 4.1 to 4.3 of this clause may be satisfied by providing an electronic copy of the instrument by email or other electronic means. A Principal Contractor may require, and the Contract Carrier shall provide, a current email address for that purpose.
- 4.5 Notwithstanding the terms of paragraphs 4.1-4.3 a Principal Contractor is not obliged to provide a copy of the documents more than once in any 12 months.
- 4.6 A Principal Contractor shall display a copy of the determination and any variations then in force. at the Principal Contractor's workplace.

PART 2 - OPERATIONAL MATTERS

5. Vehicles

5.1 Supply and Suitability

The Contract Carrier must supply a Vehicle, which must:

- (a) meet the Vehicle specification required by the Principal Contractor; and
- (b) be approved by the Principal Contractor prior to performing Cartage Work.

5.2 Registration

The Contract Carrier must at the Contract Carrier's own expense register their Vehicle.

5.3 Maintenance and Repair

The Contract Carrier must mechanically maintain and repair their Vehicle at their own expense.

5.4 Running Expenses

The Contract Carrier must pay all of the running costs associated with the Contract Carrier's Vehicle.

5.5 Cease Using Vehicle

- (a) Where a Principal Contractor has a reasonable concern that a Contract Carrier's Vehicle is not, or may not be, roadworthy to perform the Cartage Work, the Principal Contractor may:
 - (i) direct the Contract Carrier to stop using the Vehicle (or any part of it) pending:
 - (A) inspection and/or testing of the Vehicle; and/or
 - (B) where necessary, the carrying out of any repairs and/or maintenance.
 - (b) The Principal Contractor must not take any steps under clause 5.5(a) until the Principal Contractor has put its reasonable concern to the Contract Carrier.
 - (c) The Contract Carrier will not suffer any loss of remuneration where they are directed to stop using their Vehicle under this clause, and where the inspection and/or testing of the Vehicle proves that the Vehicle was roadworthy to perform the Cartage Work.

5.6 Inspections and Tests

The Contract Carrier must make the Vehicle available for inspection or testing as and when reasonably required by the Principal Contractor.

5.7 Communication and Related Technology

- (a) The Principal Contractor may supply the Contract Carrier with communication and related technology for use in the Contract Carrier's Vehicle.
- (b) Where such communication and/or related technology is supplied by the Principal Contractor:
 - (i) The Principal Contractor must install and maintain the communication and related technology required by the Principal Contractor and the Contract Carrier must operate it efficiently as directed by the Principal Contractor.
 - (ii) The Contract Carrier has full responsibility for the safe custody of the communication and related technology.
 - (iii) The Contract Carrier must:
 - (A) not add to, alter or modify the communication and related technology;
 - (B) indemnify the Principal Contractor, and keep the Principal Contractor indemnified at all times, against destruction or loss of the communication and related technology;
 - (C) not pledge the credit of the Principal Contractor in respect of, or create any lien upon, the communication and related technology; and

- (D) not without the prior written consent of the Principal Contractor use the communication and related technology for anything but the Cartage Work.
- (c) The Contract Carrier must stop using the communication and related technology (or any part of it) if the Principal Contractor so directs because in the Principal Contractor's opinion that is appropriate pending the carrying out of any repairs, maintenance, inspection or testing.
- (d) Immediately upon the ending or termination of any head contract under which the Contract Carrier performs the Cartage Work:
 - (i) the Contract Carrier must return the communication and related technology to the Principal Contractor in good order and condition, save for any fair wear and tear only; and
 - (ii) the Principal Contractor must make good any repairs to the Contract Carrier's Vehicle arising from the removal of the communication and related technology.

5.8 Vehicles

- (a) The Principal Contractor has the right to specify the age and the Class of Vehicle used in the performance of Contracts of Carriage prior to the engagement of a Contract Carrier.
- (b) If a Principal Contractor reasonably believes that the Vehicle of the Contract Carrier is not suitable for undertaking the required Cartage Work, the Principal Contractor has the right to require an upgrade (which may include the purchase of a new or newer Vehicle) of the Contract Carrier's Vehicle subject to the provision of a period which is reasonable in the circumstances and any such direction to upgrade being set out in writing.
- (c) The Contract Carrier must not replace the Vehicle used to perform Cartage Work without the prior written consent of the Principal Contractor.

5.9 Painting and sign-writing

- (a) Unless otherwise agreed, a Principal Contractor may paint and/or sign-write the Contract Carrier's Vehicle in the Principal Contractor's colours at the Principal Contractor's expense (but not before the Contract Carrier has completed three months continuous Cartage Work for the Principal Contractor).
- (b) In the case of a Contract Carrier ceasing to perform Work for the Principal Contractor, the Principal Contractor must bear the cost of reversing any painting and sign-writing and removing all equipment and signs supplied by the Principal Contractor and make good the affected areas of the Vehicle to the original specification.
- (c) A Principal Contractor must take, and a Contract Carrier must cooperate with, reasonable steps to minimise or avoid the loss of remuneration which would otherwise be suffered by the Contract Carrier because the Vehicle is being painted and/or sign-written at the request of the Principal Contractor, including by:
 - (i) providing the Contract Carrier with an alternative vehicle with which to perform work; and/or
 - (ii) by painting or sign-writing the Vehicle during a period in which the driver has previously arranged to take leave; and/or
 - (iii) by the Principal Contractor compensating the Contract Carrier for any loss of remuneration suffered.

6. Loading and Delivery

6.1 Report at Starting Place and Time

The Contract Carrier must report available for the Cartage Work with the Vehicle at the Starting Place.

6.2 Checking of Load

After loading the Vehicle and before leaving the loading place, the Contract Carrier must:

- (a) ensure that the load is secured; and
- (b) immediately report to the Principal Contractor if the Contract Carrier believes that the goods do not comply with the specification on the delivery docket or exceeds the maximum legal payload for the Vehicle.

6.3 Delivery

Immediately after checking the load the Contract Carrier must deliver the goods to whatever addresses the Principal Contractor instructs using:

- (a) the route directed by the Principal Contractor; or
- (b) if no such direction is given, using the shortest practicable route.

6.4 Unloading

The Contract Carrier must:

- (a) use every reasonable effort at the delivery site to obtain:
 - (i) directions from the customer concerning the manner and position to unload the goods; and
 - (ii) from the customer the signatures required by the Principal Contractor; and
- (b) unload the goods at the delivery site in the manner and position reasonably directed by the customer.

6.5 Unsafe Unloading

If the unloading of the goods at any delivery site will place the Driver in a position of imminent risk to their health and safety, the Contract Carrier must immediately notify the Principal Contractor prior to unloading the goods and comply with any instructions given by the Principal Contractor concerning the unloading of the goods.

6.6 Return

After completing the deliveries, the Contract Carrier must report to whatever site (if any) the Principal Contractor instructs using the shortest practicable route from the final unloading site.

6.7 Custody

The Contract Carrier shall:

- (a) be responsible for the equipment and gear and for the safe loading of the Vehicle and the securing and appropriate weather protection of the load and shall be present to supervise and assist in the loading and unloading of the Vehicle and/or the container loaded on the Vehicle;

- (b) in the case of pre-loaded Vehicles, be responsible for checking the load for safety and satisfactory method of loading; and
- (c) exercise all reasonable care and diligence in the carriage and safe keeping of the goods in charge.

7. Fatigue Management and Heavy Vehicle Compliance

7.1 Fatigue management and heavy vehicle compliance

Fatigue management and heavy vehicle compliance is principally regulated in NSW by the:

- (a) Heavy Vehicle National Law, and associated regulations;
- (b) *Work Health and Safety Act 2011* (NSW); and
- (c) Transport Industry Mutual Responsibility Contract Determination.

7.2 Taking of Fatigue Breaks

Each Contract Carrier must take fatigue breaks, without payment, as required by law.

8. Uniforms

8.1 Supply of Uniform

If the Driver of the Contract Carrier's Vehicle is required by the Principal Contractor to wear a special uniform when undertaking Cartage Work for the Principal Contractor, the uniform must be supplied by the Principal Contractor at no cost to the Contract Carrier.

8.2 Obligation to wear

Where a uniform is so provided, the Contract Carrier must ensure that it is worn by the Driver at all times while undertaking Cartage Work for the Principal Contractor.

8.3 Property

The uniform remains the property of the Principal Contractor.

8.4 Quantity

The Principal Contractor must provide a sufficient number of uniform articles to enable the Contract Carrier to wear a clean uniform at the start of each Cartage Working day.

8.5 Replacement

An item forming part of the uniform must be replaced by the Principal Contractor when required by fair wear and tear, provided that should loss or damage to an item forming part of the uniform occur due to the negligence of the Contract Carrier, the item must be repaired or replaced by the Contract Carrier at the Contract Carrier's cost.

9. Lunch Break

9.1 Entitlement

Each Contract Carrier is entitled to and must take a 30 minute unpaid lunch break on each day Cartage Work is performed for a Principal Contractor for more than 4 hours provided that where it is safe and reasonably practicable to do so, the Contract Carrier must take the lunch break in conjunction with a fatigue break.

9.2 Reporting

A Contract Carrier who ceases Cartage Work for a lunch break in accordance with clause 9.1 must report that fact to the Principal Contractor.

10. Annual Leave

10.1 Entitlement

A Regular Contract Carrier may take four weeks' annual leave without payment.

10.2 When the Entitlement Falls Due

The leave entitlement falls due each year on the anniversary of the commencement date of the first Contract of Carriage between the Contract Carrier and the Principal Contractor.

10.3 Period to Take Leave

Such leave is to be taken by the Contract Carrier within 6 months of the leave falling due (or within such extended time as the Contract Carrier and the Principal Contractor may agree) and at a time mutually convenient to the Contract Carrier and the Principal Contractor.

10.4 Utilisation of Vehicle

To avoid any doubt, and unless otherwise agreed between the parties, during any period of annual leave the Contract Carrier has no obligation to present their Vehicle to the Principal Contractor for Cartage Work.

10.5 Lapse of Entitlement

If the leave is not taken within the time provided for in this clause, the entitlement to the leave will lapse.

PART 3 - RIGHTS AND RESPONSIBILITIES

11. Contract Carrier Obligations

11.1 Core Obligations

The Contract Carrier must perform the Cartage Work and do everything connected with it:

- (a) with due care and skill and in a proper, co-operative and professional manner;
- (b) safely, and in accordance with the Principal Contractor's safety requirements;
- (c) in accordance with the day to day operational directions given by the Principal Contractor;
- (d) in accordance with any lawful and reasonable direction, policy, procedure or specifications provided by the Principal Contractor;
- (e) without jeopardising or damaging the Principal Contractor's business; and
- (f) in compliance with all relevant laws.

11.2 Compliance with Employment Laws

The Contract Carrier must comply with the provisions of any relevant employment law, including but not limited to laws concerning income tax, workers' compensation, superannuation, annual leave, long service leave or any award, order, determination or agreement of a competent industrial tribunal.

11.3 Administration

The Contract Carrier must:

- (a) return to the Principal Contractor all delivery dockets, daily Cartage Work sheets or other records required by the Principal Contractor as and when required;
- (b) maintain up to date and accurate log books as required under any relevant law and/or by the Principal Contractor and make these available for inspection by the Principal Contractor on request;
- (c) ensure that the Driver maintains a system verifying Vehicle maintenance;
- (d) keep and retain for seven years comprehensive records in relation to the Cartage Work, including the records in subparagraphs (b) and (c) above; and
- (e) ensure that a copy of the records in subparagraphs (b), (c) and (d) are available for inspection at any time for audit purposes.

Notation: Any written material to be provided to the Principal Contractor in accordance with this clause must be appropriate and economical and designed to meet the requirements of this clause.

11.4 Medicals

- (a) The Contract Carrier must ensure that the Driver is at all times medically fit to perform the Cartage Work.
- (b) Where the Principal Contractor has a reasonable concern that the Driver is not medically fit to perform the Cartage Work, the Principal Contractor may require and direct the Driver to:
 - (i) furnish particulars and/or medical evidence affirming the Driver's fitness to undertake Cartage Work; and/or
 - (ii) on reasonable terms, attend a medical examination to confirm their fitness (such direction may include the choice of medical practitioner).
- (c) The Principal Contractor must not take any steps under clause 11.4(b) until the Principal Contractor has put its concerns to the Contract Carrier in writing.
- (d) If the Driver attends a medical practitioner directed by the Principal Contractor, the Principal Contractor will pay the medical fees associated with the attendance.
- (e) The Driver will not suffer any loss of remuneration as a result of being directed to attend a medical examination under this clause, unless the medical examination demonstrates that the Driver was not medically fit to perform the Cartage Work.

11.5 Alcohol and Other Drugs Polices and Programs

Where the Principal Contractor has in place a drug and alcohol policy and/or program, applying to its employees and contractors, the Contract Carrier must ensure that the Driver participates in any testing required by the policy and/or program.

11.6 No One Else to Drive Vehicle The Contract Carrier must:

- (a) only use a Driver who is approved by the Principal Contractor, with such approval not being unreasonably withheld; and
- (b) make sure that no one except the approved Driver drives or otherwise operates the Vehicle for the Cartage Work.

11.7 Valid Driving License and Permits

The Contract Carrier must:

- (a) make sure that the approved Driver is at all times the holder of a current:
 - (i) valid driver's licence appropriately endorsed or issued in respect of their Vehicle; and
 - (ii) valid licence or permit of any other kind needed from time to time to perform the Cartage Work;
- (b) immediately notify the Principal Contractor if a licence or permit is cancelled or suspended for any reason; and
- (c) present any such licence or permit to the Principal Contractor upon request.

Note: Clause 11.7(a)(i) does not apply in relation to Contracts of Carriage performed exclusively by bicycle.

12. Principal Contractors' Obligations

The Principal Contractor must:

- (a) arrange whenever practicable for a representative of the Principal Contractor to attend accidents involving substantial load or equipment damage or personal injury;
- (b) advise Contract Carriers as early as possible of urgent or special delivery instructions arranged for particular work or particular goods;
- (c) where goods of a dangerous or hazardous nature are to be carried, notify the Contract Carrier of the nature of such goods and comply with all relevant requirements of the Dangerous Goods (Road and Rail) Act, accompanying Regulations and its related Codes of Practice;
- (d) pay the Contract Carrier any undisputed amount set out in a valid taxation invoice provided by the Contract Carrier, or generated for the Contract Carrier, for the Cartage Work performed, within 30 days of the date of receipt by the Principal Contractor of the invoice;
- (e) wherever the Contract Carrier is or is deemed to be for the purposes of the Workers Compensation Act a worker of the Principal Contractor, take out and maintain at all times a workers' compensation insurance policy in respect of the Contract Carrier;
- (f) comply with any laws affecting the Principal Contractor's Cartage Work including licensing, road transport, fatigue management and work health and safety laws; and
- (g) provide to each Contract Carrier a Cartage Rate Schedule prior to commencing to perform Cartage Work and whenever there is a change to the basis of calculation of the Cartage Rates and/or a change to the Cartage Rates.

13. Termination

- (a) Where a Contract Carrier commits Misconduct or is in breach of this Determination he/she may be terminated summarily by the Principal Contractor. An inquiry, if requested, will be held thereafter within one normal work day by the Principal Contractor, Delegate and, if available, a representative of the union.
- (b) Any other termination shall be on the basis of "last on-first off" for Contract Carriers operating vehicles of a particular class of vehicle.

14. Insurance

14.1 Insurances

Prior to commencing any Cartage Work, the Contract Carrier must obtain, and maintain current at all relevant times, the following insurances at the Contract Carrier's expense:

- (a) comprehensive and third party motor Vehicle insurance covering personal injury and property damage arising from the use of the Contract Carrier's Vehicle or other mobile equipment, including compliance with any statutory requirements, of not less than \$20,000,000 (or such other amount as the Principal Contractor may require from time to time) for each and every occurrence;
- (b) property insurance covering the full replacement value of the Contract Carrier's Vehicle;
- (c) public and products liability insurance written on an occurrence basis covering the legal liability of the Contract Carrier and the Contract Carrier's employees and agents (the "Insureds") to any third parties for bodily injury and/or property damage arising from acts or omissions of the Insureds in the course of, or arising from, the performance of the Cartage Works by the Contract Carrier or on the Contract Carrier's behalf of not less than \$20,000,000 (or such other amount as the Principal Contractor may require from time to time) for each and every occurrence; and
- (d) workers' compensation insurance as required by any relevant law.

14.2 Endorsements

The Contract Carrier must ensure that, in respect of the insurance policies taken out, they contain clauses, endorsements or stipulations as reasonably required by the Principal Contractor.

14.3 Co-Operation

The Contract Carrier must:

- (a) not do, or omit to do, anything which might vitiate, impair or derogate from the cover under any insurance policy or other cover or which might prejudice any claim under any policy or other cover; and
- (b) fully co-operate with the Principal Contractor in relation to a claim under the insurances.

14.4 Provision of Currency

The Contract Carrier must upon the Principal Contractor's request provide to the Principal Contractor certificates of currency evidencing the existence of the policies required to be effected under this clause and the certificates of currency must, as a minimum, show the insurer's name, policy number and policy expiry date.

14.5 Other Insurances

If the Principal Contractor requires a Contract Carrier to obtain an insurance other than the insurances set out in clause 14.1 or to obtain different levels of insurance cover, the Principal Contractor must reasonably compensate the Contract Carrier for the cost of that insurance.

15. Allocation of Work and Rostering

15.1 Allocation of Cartage Work

A Principal Contractor must allocate Cartage Work to Contract Carriers transparently, reasonably and lawfully.

15.2 Rostering

A Principal Contractor must roster Contract Carriers to perform work (including rostering on, return load and rostering off) transparently, reasonably and lawfully.

16. Fleet Mix Change

16.1 Changing Fleet Mix - Mandatory Consultation

- (a) This clause applies where a Principal Contractor has made a definite decision to make a fleet mix change that is likely to have significant effects on Contract Carriers.
- (b) For a fleet mix change referred to in paragraph 16.1(a):
 - (i) the Principal Contractor must notify the relevant Contract Carriers of the decision to change the fleet mix; and
 - (ii) subclauses (c) to (h) apply.
- (c) The relevant Contract Carriers may appoint a representative for the purposes of the procedures in this clause.
- (d) If:
 - (i) a relevant Contract Carrier appoints, or relevant Contract Carriers appoint, a representative for the purposes of consultation; and
 - (ii) the Contract Carrier or Contract Carriers advise the Principal Contractor of the identity of the representative;
 - (ii) the Principal Contractor must recognise the representative.
- (e) As soon as practicable after making its decision, the Principal Contractor must:
 - (i) discuss with the relevant Contract Carriers:
 - (A) the proposed change to the fleet mix; and
 - (B) the effect the change is likely to have on the Contract Carriers; and
 - (C) measures the Principal Contractor is taking to avert or mitigate the adverse effect of the change on the Contract Carriers; and
 - (ii) for the purposes of the discussion, provide in writing to the relevant Contract Carriers:
 - (A) all relevant information about the change including the nature of the change proposed; and
 - (B) information about the expected effects of the change on the Contract Carriers; and
 - (C) any other matters likely to affect the Contract Carriers.
 - (f) However, the Principal Contractor is not required to disclose confidential or commercially sensitive information to the relevant Contract Carriers.
 - (g) The Principal Contractor must give prompt and genuine consideration to matters raised about the change by the relevant Contract Carriers.

- (h) In this clause, a "fleet mix change" arises:
- (i) when a Principal Contractor decides to introduce a new transport type into their fleet being one or more of the following transport types:
 - (A) Contract Carriers; or
 - (B) Drivers employed by the Principal Contractor; or
 - (C) third party transport providers;
 - (ii) when a Principal Contractor introduces into their fleet a new Vehicle configuration.

17. Selling of Vehicles

No circumstances shall exist where a Vehicle is sold with Cartage Work.

18. Supervision of Personnel

The Contract Carrier must ensure that each and all of its Drivers:

- (a) performs the Cartage Work and does everything connected with it as is required of the Contract Carrier by this Determination; and
- (b) does not engage in any acts or omissions that give rise to a breach by the Contract Carrier of this Determination.

PART 4 - RATES OF REMUNERATION

19. Application of this Part

19.1 This Part applies:

- (a) to all Contracts of Carriage from one place to another place, both of which are within the County of Cumberland; and
- (b) to all Contracts of Carriage for the transportation of goods from one place to another place, where the second place is no more than 50 kilometres from the first place.

19.2 This Part also applies to a Contract of Carriage involving a single journey commencing within the County of Cumberland and finishing within:

- (a) a 50 kilometre radius of the Newcastle GPO; or
- (b) a rectangular area being 50 kilometres North of the Wollongong GPO, 20 kilometres East of the Wollongong GPO, 50 kilometres South of the Wollongong GPO and 20 kilometres West of the Wollongong GPO.

20. Rates of Remuneration

20.1 Subject to this clause, a Principal Contractor shall pay to a Contract Carrier:

- (a) the rate of remuneration per kilometre in the Schedules to this Determination applicable to the Contract Carrier's Vehicle for the Work Distance; and
- (b) the rate of remuneration per hour in the Schedules to this Determination applicable to the Contract Carrier's vehicle for the Work Time calculated to the nearest half hour; and
- (c) any additional rate prescribed in the Schedules to this Determination.

20.2 Annual Minimum Guarantee Cartage Rate - Small Trucks

- (a) This subclause applies on and from 1 January 2019, and only to the following classes of vehicle:
- (i) Rigid - carrying capacity over 2 and including 5 tonnes; and
 - (ii) Rigid - carrying capacity over 5 and including 8 tonnes.
- (b) 50 x 50 Arrangement - Subject to this subclause and subclause (c), if a Principal Contractor makes an agreement in writing with a Contract Carrier for a minimum of 50 hours each week for 50 weeks for a 12 month period, or periods, the Principal Contractor may pay the Contract Carrier 90% of the "Per Hour" rate in Schedule A Table A.1.1 or A.2.1 (whichever is applicable to the Contract Carrier's Vehicle) for each hour that the Contract Carrier performs the Cartage Work during that period.
- (c) Subject to subclause (d), with respect to Contract Carriers engaged as at 31 December 2018, a Principal Contractor may utilise a 50 x 50 Arrangement of the kind described in subclause (b) where the Contract Carrier has been engaged by the Principal Contractor for a minimum of 50 hours each week for 50 weeks in the previous 12 month period (Existing Tied Contract Carrier), notwithstanding that there is no agreement in writing between the Principal Contractor and the Contract Carrier to that effect.
- (d) Where a Principal Contractor that engages an Existing Tied Contract Carrier wishes to utilise a 50 x 50 Arrangement in circumstances described in sub clause (c):
- (i) the Principal Contractor shall advise the Existing Tied Contract Carrier in writing of the Principal Contractor's intention to utilise a 50 x 50 Arrangement. The notice shall include as a minimum:
 - (A) the date from which the Principal Contractor intends to utilise a 50 x 50 Arrangement, which shall be at least 8 weeks prior to its commencement; and
 - (B) the 12 month period, or periods, during which the Principal Contractor will apply those provisions; and
 - (C) advising the Existing Tied Contract Carrier that they have 4 weeks from the receipt of the Principal Contractor's notice to elect not to adopt a 50 x 50 Arrangement. If the Existing Tied Contract Carrier elects not to adopt a 50 x 50 arrangement, which election not to adopt must not be unreasonable, they must give the Principal Contractor a written notice of election to that effect;
 - (ii) within 4 weeks of receiving the Existing Tied Contract Carrier's notice of election, the Principal Contractor must either consent to or refuse the election, but must not unreasonably so refuse; and
 - (iii) if the Principal Contractor consents to the election, a 50 x 50 Arrangement will not apply to the Existing Tied Contract Carrier.
- (e) Nothing in this subclause affects an obligation of a Principal Contractor to pay the per/km rate applicable in Schedule A Tables A.1.1 or A.2.1, or any of the rates in clauses A3,A4, A5 or A6 for the Cartage Work.
- (f) Minimum Earnings Guarantee - Reconciliation: If clause 20.2(b) or (c) applies to a Contract of Carriage and in an 8 week period the Contract Carrier has not worked at least 50 hours each week for whatever reason, then:
- (i) the Principal Contractor must ensure that the Contract Carrier receives an amount of pay (excluding any payment arising from the per/km rates in Schedule A Tables A.1.1 or

A.2.1, or from any of the rates in clauses A3, A4, A5 or A6 equivalent to the Minimum Earnings Guarantee.

- (ii) If there is any shortfall between the amount of pay paid to the Contract Carrier (excluding any payment arising from the per/km rates in Schedule A clauses A.1.1 or A.2.1, or from any of the rates in clauses A3, A4, A5 or A6 and the Minimum Earnings Guarantee, the Principal Contractor must pay the shortfall to the Contract Carrier in the Principal Contractor's next pay cycle.
- (g) Minimum Earnings Guarantee - Calculation: The Minimum Earnings Guarantee is calculated using the following formula:
 - (i) (per hour rate from Table A.1.1 x 90%) x ((50 x 8) minus Unavailable Hours) for Vehicles less than six years old; or
 - (ii) (per hour rate from Table A.2.1 x 90%) x ((50 x 8) minus Unavailable Hours) for Vehicles six or more years old.
- (h) "Unavailable Hours" are those hours that the Contract Carrier's Vehicle is unavailable to perform the Cartage Work during the hours the Contract Carrier is required to make their Vehicle available in accordance with clause 20.2(b) above.
- (i) Early Termination of 50 x 50 Arrangement:

Where a Principal Contractor decides to terminate a 50 x 50 Arrangement prior to the expiration of the relevant 12 month period the Principal Contractor:

- (i) will notify the Contract Carrier in writing of its intention to terminate the 50 x 50 Arrangement. The notice will specify the date upon which the 50 x 50 Arrangement will terminate, which shall be no fewer than 4 weeks after the date of the notice; and
- (ii) will pay the Contract Carrier either:
 - (A) the difference in remuneration the Contract Carrier would have earned had a 50 x 50 Arrangement not been entered into under this Part 4 for the relevant period, but capped at 50 hours per week; or
 - (B) the difference in remuneration between what the Contract Carrier earns for the remainder of the relevant 12 month period (or periods) and what the Contract Carrier would have earned had the 50 x 50 Arrangement, entered into under this Part 4, not been terminated,

whichever is the lesser amount.

NOTE: The 50 x 50 Arrangement takes into account Unavailable Hours.

- (j) Termination of Engagement during 50 x 50 Arrangement:

Where a Principal Contractor terminates the engagement of a Contract Carrier to whom a 50 x 50 Arrangement applies, prior to the expiration of the relevant 12 month period (or periods), the Principal Contractor will pay to the Contract Carrier the difference in remuneration the Contract Carrier would have earned had a 50 x 50 Arrangement not been entered into under this Part 4 for the relevant period, but capped at 50 hours per week.

However this subclause will not apply in the case of a termination for misconduct (which misconduct will not be limited by clause 1.1), or a termination in circumstances where the Contract Carrier is entitled to the benefits of the Transport Industry - Redundancy (State) Contract Determination.

- (k) 50 x 50 Arrangement not a Common Law Contract: For the avoidance of doubt, any arrangement made under this Part will not be construed as being, or forming, part of any common law contract or arrangement, collateral or otherwise, whether written or oral, which may exist between a Principal Contractor and a Contract Carrier with respect to Cartage Work to which this Determination applies.
 - (l) Early Termination of 50 x 50 Arrangement - Reconciliation: the payment referred to in clause 20.2(i)(ii)(A) or (B) is to be calculated every 8 weeks, or part thereof, for the remainder of the relevant 12 month period (or periods).
- 20.3 The Rates will be varied in accordance with the procedure set out in Schedule C.
- 20.4 Introduction of Light Vehicle Rates
- (a) In matters 2019/268320, 2020/112760, 2020/112849 and 2020/133735, the IRC introduced new minimum rates applicable to Light Vehicles.
 - (b) Subject to subclause 20.4(d), the Light Vehicle Rates set out in Schedule A include compensation for all fixed and running costs that may be incurred by a Contract Carrier.
 - (c) The Light Vehicle Rates set out in Schedule A are to be increased if the charge percentage (as set out in the *Superannuation Guarantee (Administration) Act 1992*) increases above 10%. The Light Vehicle Rates in Schedule A shall be increased by 0.25% for each 0.5 percentage point increase to the charge percentage.
- 20.5 Subject to Schedule E, the cartage rates contained in this contract determination compensate contract carriers for the cost of contributing to their superannuation.

21. Alternative Remuneration Arrangements

- 21.1 Despite clause 20, a Principal Contractor may pay a Contract Carrier based on a system or method of remuneration different to that required by clause 20 (an Alternative Remuneration Arrangement), provided that the Contract Carrier receives, over a sixty-day period, no less than the pay they would otherwise have received had they been paid in accordance with clause 20.1 for that period.
- 21.2 An Alternative Remuneration Arrangement must be in writing and:
- (a) be signed by the Contract Carrier and the Principal Contractor; and
 - (b) identify the start date of the Alternative Remuneration Arrangement; and
 - (c) require the Principal Contractor to undertake an assessment of the amount received by the Contract Carrier under the Alternative Remuneration Arrangement every sixty-days from the identified start date to ensure the Alternative Remuneration Arrangement complies with clause 21.1.
- 21.3 Where the amount paid to a Contract Carrier under an Alternative Remuneration Arrangement in a sixty-day period is less than the pay they would have received had they been paid in accordance with clause 20 for that period, the Principal Contractor shall pay an amount (the Top Up Amount) to the Contract Carrier to make up that difference.
- 21.4 The Top Up Amount is to be paid within the next pay cycle.

22. Mass Management

- 22.1 If the Principal Contractor so directs, the Contract Carrier must do all things required and necessary to be accredited and remain accredited under:

- (a) the Principal Contractor's accredited NHVAS Mass Management Module for Basic Fatigue Management or Advanced Fatigue Management (or any scheme replacing this); or
 - (b) a NHVAS Mass Management Module for Basic Fatigue Management or Advanced Fatigue Management of the Contract Carrier.
- 22.2 In circumstances where clause 22.1 applies the Principal Contractor must reimburse the Contract Carrier for any reasonable costs directly arising from becoming accredited or at their election pay the lump sum allowance set out in clause A.4.2 of Schedule A to set up for the NHVAS Mass Management Scheme for Basic Fatigue Management or Advanced Fatigue Management.
- 22.3 In circumstances where clause 22.1 applies the Principal Contractor must reimburse the Contract Carrier for any reasonable costs directly arising from maintaining accreditation or at their election pay the allowance set out in clause A.4.3 of Schedule A per hour to cover costs associated with maintaining that NHVAS Mass Management Scheme for Basic Fatigue Management or Advanced Fatigue Management.
- 22.4 To avoid any doubt clause 22.2 and/or 22.3 shall not apply if the Contract Carrier has made their own decision to become and work under an accredited NHVAS Mass Management Scheme for Basic Fatigue Management or Advanced Fatigue Management.

23. Three Yearly Cost Reconciliation Review

23.1 Reconciliation

Subject to an application being made to apply the Three Yearly True Cost reconciliation Review Process, the price entries in the "Price Table" and the table "Trailers" of the Key Data Variables sheet contained in the Cost Model should be updated using sourcing that are relevant to and reflect the cartage work being performed and such prices should reflect the lowest price available from a reputable vendor which is accessible to Contract Carriers in the open market.

23.2 Operative Date

Any rates shall be operative from such date as is determined by the Commission having regard to the need to inform Principal Contractors and Contract Carriers of any change.

23.3 This clause does not apply in relation to Light Vehicle Rates.

24. Tolls & Charges

24.1 A Principal Contractor shall pay road tolls incurred by a Contract Carrier in the performance of Cartage Work for the Principal Contractor as a consequence of any mandatory legal obligations upon commercial vehicles to:

- (a) use certain toll roads; or
- (b) avoid certain roads including light limit roads which has the result of requiring the use of a toll road.

24.2 In all other circumstances, a Principal Contractor shall pay road tolls incurred by a Contract Carrier in the performance of Cartage Work for the Principal Contractor unless the Principal Contractor expressly directs the Contract Carrier in writing to not use a toll road.

An express direction may include:

- (a) a standing written direction issued by the Principal Contractor to Contract Carriers on an enterprise or fleet basis; or
- (b) individual written directions issued by the Principal Contractor to Contract Carriers.

24.3 This clause does not apply:

- (a) if the Principal Contractor can demonstrate that it already pays the Contract Carrier under an arrangement which factors in the payment of current road tolls, including by way of an alternative remuneration arrangement pursuant to clause 21; or
- (b) to a Principal Contractor and their Contract Carriers performing Cartage Work under a contract agreement that was approved by the Commission during the period of on or after 1 January 2018 and up to and including 5 February 2021.

For the avoidance of doubt, the exclusion provided for by 25.3(b) will not apply to any contract agreement that is approved or varied by the Commission after 5 February 2021.

24.4 The payment of a road toll can be made by a Principal Contractor:

- (a) in the next pay cycle following the Contract Carrier providing a receipt to the Principal Contractor; or
- (b) by providing the Contract Carrier with an E-Tag.

PART 5 - MISCELLANEOUS

26. Disputes Procedure

25.1 Application of Procedure

Any dispute that arises between a Contract Carrier and a Principal Contractor must be dealt with in accordance with this clause.

25.2 Appointment of Representative

A Contract Carrier who is a party to a dispute may appoint a representative for the purposes of this clause which may include the Union.

25.3 Procedure

In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level.

25.4 Notification to Commission

If the dispute remains unresolved it may be referred to the IRC.

25.5 Continue to Perform Cartage Work

Whilst the parties are trying to resolve the dispute using the procedure set out in this clause:

- (a) Contract Carrier must continue to perform Cartage Work as they normally would do unless they hold a reasonable concern about an imminent risk to their health or safety; and
- (b) a Contract Carrier must comply with a direction given by their Principal Contractor to perform other available Cartage Work, unless:
 - (i) the Cartage Work is not safe; or
 - (ii) applicable workplace health and safety legislation would not permit the Cartage Work to be performed; or
 - (iii) the Cartage Work is not appropriate for the Contract Carrier to perform; or

- (iv) there are other reasonable grounds for the Contract Carrier to refuse to comply with the direction.

26. Union Delegates

26.1 Appointment

A Contract Carrier appointed Delegate in a yard in which they are Contract Carrier must, upon notification to their Principal Contractor, be recognised as the accredited representative of the Union.

26.2 Opportunity to Meet

An accredited Delegate must be allowed a reasonable opportunity to meet the relevant manager of the Principal Contractor and Contract Carriers to discuss matters affecting Contract Carriers whom they represent.

26.3 Use of Notice Board

Accredited Delegates must be permitted to put Union notices on a notice board, signed or countersigned by the representative posting it.

27. Record Keeping

27.1 Obligations

The Principal Contractor must record either in documentary form or electronic form, the following information for each Contract Carrier:

- (a) any Cartage Rate Schedule;
- (b) start and finish times;
- (c) hours worked per day;
- (d) kilometres travelled per day;
- (e) Starting Place and Finishing Place;
- (f) remuneration paid; and
- (g) a copy of any written contract entered into with the Contract Carrier; and
- (h) all trip schedules and driver rosters; and
- (i) all safe driving plans and risk assessments that relate to the fatigue of road transport drivers; and
- (j) all reported breaches and suspected breaches of the fatigue management law, including breaches and suspected breaches identified by the Principal Contractor; and
- (k) all breaches of fatigue management laws investigated by the Principal Contractor, the outcome and any remedial action taken.

27.2 Maintenance of Records

The Principal Contractor must maintain all the records arising from clause 28.1 for a period of seven years.

27.3 Contract Carrier to Assist

- (a) A Contract Carrier must do all things reasonably directed by the Principal Contractor to gather and record the information referred to in clause 28.1.
- (b) A Principal Contractor must not be liable for breach of this clause 28 because of the failure of a Contract Carrier to comply with clause (a).

28. Leave Reserved

- (a) Leave is reserved to any party covered by this Determination to make an application to vary the conditions or rates of pay for "Long Distance Work" within the meaning of clause 13 of the Transport Industry (State) Award (Serial C7740).
- (b) Leave is reserved to any party covered by this Determination to apply to vary the application of this Determination in respect of the transport of pre-fabricated construction materials to and from construction sites.

SCHEDULE A - RATES OF REMUNERATION

NOTE: The rates of remuneration in this Schedule apply to Contracts of Carriage covered by Part 4 of this Determination.

A.1 Hourly and kilometre rates (other than for Light Vehicles) - new vehicles

A.1.1 A contract carrier performing work using a vehicle which is less than six years old must be paid at least the hourly and kilometre rates set out in the following table (rounded up to the nearest half hour, nearest kilometre and nearest cent). For the avoidance of confusion, the per kilometre rate payable is the Running Rate. The Running Rate is the total of the "Per km excluding fuel component" and the "Per km fuel component". The "Per km excluding fuel component" and the "Per km fuel component" columns have been included for ease of reference when updating rates.

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Per hour (\$)	Running Rate (\$/km)	Per km excluding fuel component running rate for the purposes of Schedule C (\$/km)	Per km fuel component of the running rate for the purposes Schedule C (\$/km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$55.15	\$0.29	\$0.12	\$0.17
Rigid-carrying capacity 5 and including 8 tonnes	\$62.83	\$0.33	\$0.14	\$0.19
Rigid-carrying capacity over 8 and including 10 tonnes	\$70.79	\$0.44	\$0.15	\$0.28
Rigid-carrying capacity over 10 and including 12 tonnes	\$72.36	\$0.48	\$0.19	\$0.28
Rigid-carrying capacity over 12 and including 14 tonnes	\$73.04	\$0.47	\$0.19	\$0.28
Rigid-carrying capacity over 14 tonnes or more	\$77.30	\$0.57	\$0.21	\$0.36
Single Axle Prime Mover	\$78.54	\$0.54	\$0.15	\$0.38
Bogie Axle Prime Mover	\$84.93	\$0.66	\$0.20	\$0.46

From the first full pay period commencing on or after 10 November 2023:

Class of Vehicle	Per hour (\$)	Running Rate (\$/km)	Per km excluding fuel component running rate for the purposes of Schedule C (\$/km)	Per km fuel component of running rate for the purposes of Schedule C (\$/km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$52.15	\$0.29	\$0.12	\$0.17
Rigid-carrying capacity over 5 and including 8 tonnes	\$59.43	\$0.32	\$0.13	\$0.19
Rigid-carrying capacity over 8 and including 10 tonnes	\$66.95	\$0.43	\$0.15	\$0.28
Rigid-carrying capacity over 10 and including 12 tonnes	\$68.43	\$0.47	\$0.19	\$0.28
Rigid-carrying capacity over 12 and including 14 tonnes	\$69.07	\$0.46	\$0.18	\$0.28
Rigid-carrying capacity over 14 tonnes or more	\$73.12	\$0.56	\$0.20	\$0.36
Single Axle Prime Mover	\$74.28	\$0.53	\$0.15	\$0.38
Bogie Axle Prime Mover	\$80.30	\$0.65	\$0.19	\$0.46

A.2 Hourly and kilometre rates (other than for Light Vehicles) - not new vehicles

A.2.1 A contract carrier performing work using a vehicle which is six or more years old must be paid at least the hourly and kilometre rates set out in the following table (rounded up to the nearest half hour, and nearest kilometre). For the avoidance of confusion, the per kilometre rate payable is the Running Rate. The Running Rate is the total of the "Per km excluding fuel component" and the "Per km fuel component". The "Per km excluding fuel component" and the "Per km fuel component" columns have been included for ease of reference when updating rates.

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Per hour (\$)	Running Rate (\$/km)	Per km excluding fuel component running rate for the purposes of Schedule C (\$/km)	Per km fuel component of the running rate for the purposes of Schedule C (\$/km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$50.96	\$0.37	\$0.20	\$0.17
Rigid-carrying capacity over 5 and including 8 tonnes	\$56.75	\$0.42	\$0.23	\$0.19
Rigid-carrying capacity over 8 and including 10 tonnes	\$60.64	\$0.51	\$0.23	\$0.28
Rigid-carrying capacity over 10 and including 12 tonnes	\$66.78	\$0.56	\$0.28	\$0.28
Rigid-carrying capacity over 12 and including 14 tonnes	\$66.62	\$0.55	\$0.27	\$0.28
Rigid-carrying capacity over 14 tonnes or more	\$67.92	\$0.65	\$0.29	\$0.36
Single Axle Prime Mover	\$64.33	\$0.59	\$0.23	\$0.36
Bogie Axle Prime Mover	\$69.51	\$0.72	\$0.28	\$0.44

From the first full pay period commencing on or after 10 November 2023:

Class of Vehicle	Per hour (\$)	Running Rate (\$/km)	Per km excluding fuel component running rate for the purposes of Schedule C (\$/km)	Per km fuel component of the running rate for the purposes of Schedule C (\$/km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$48.17	\$0.36	\$0.19	\$0.17
Rigid-carrying capacity over 5 and including 8 tonnes	\$53.65	\$0.41	\$0.21	\$0.19
Rigid-carrying capacity over 8 and including 10 tonnes	\$57.32	\$0.50	\$0.22	\$0.28
Rigid-carrying capacity over 10 and including 12 tonnes	\$63.13	\$0.55	\$0.27	\$0.28
Rigid-carrying capacity over 12 and including 14 tonnes	\$62.98	\$0.54	\$0.25	\$0.28
Rigid-carrying capacity over 14 tonnes or more	\$64.21	\$0.64	\$0.28	\$0.36
Single Axle Prime Mover	\$60.78	\$0.58	\$0.22	\$0.36
Bogie Axle Prime Mover	\$65.67	\$0.71	\$0.27	\$0.44

A.3 Light Vehicle Rates

A.3.1 A Contract Carrier performing work with a Light Vehicle must be paid at least the hourly rate set out in the following table (rounded up the nearest half hour).

From the first full pay period commencing on or after 1 March 2022:

Class of Vehicle	Per hour \$
Bicycle	\$21.82
Motorcycles	\$26.85
Motor cars, vans, utilities, trucks and other rigid vehicles with a Carrying Capacity of:	
Up to 750kg	\$29.85
Over 750kg and up to 1 tonne	\$30.68
Over 1 tonne and up to 1.5 tonnes	\$31.06
Over 1.5 tonnes and up to 3 tonnes	\$32.71

From the first full pay period commencing on or after 1 July 2022:

Class of Vehicle	Per hour \$
Bicycle	\$24.19
Motorcycles	\$28.78
Motor cars, vans, utilities, trucks and other rigid vehicles with a Carrying Capacity of:	
Up to 750kg	\$31.84
Over 750kg and up to 1 tonne	\$32.80
Over 1 tonne and up to 1.5 tonnes	\$33.55
Over 1.5 tonnes and up to 3 tonnes	\$35.47

From the first full pay period commencing on or after 1 July 2023:

Class of Vehicle	Per hour \$
Bicycle	\$26.57
Motorcycles	\$30.70
Motor cars, vans, utilities, trucks and other rigid vehicles with a Carrying Capacity of:	
Up to 750kg	\$33.82
Over 750kg and up to 1 tonne	\$34.91
Over 1 tonne and up to 1.5 tonnes	\$36.05
Over 1.5 tonnes and up to 3 tonnes	\$38.22

From the first full pay period commencing on or after 1 July 2024:

Class of Vehicle	Per hour \$
Bicycle	\$28.94
Motorcycles	\$32.63
Motor cars, vans, utilities, trucks and other rigid vehicles with a Carrying Capacity of:	
Up to 750kg	\$35.81
Over 750kg and up to 1 tonne	\$37.03
Over 1 tonne and up to 1.5 tonnes	\$38.54
Over 1.5 tonnes and up to 3 tonnes	\$40.98

From the first full pay period commencing on or after 1 July 2025:

Class of Vehicle	Per hour \$
Bicycle	\$31.32
Motorcycles	\$34.56
Motor cars, vans, utilities, trucks and other rigid vehicles with a Carrying Capacity of:	
Up to 750kg	\$37.80
Over 750kg and up to 1 tonne	\$39.15
Over 1 tonne and up to 1.5 tonnes	\$41.04
Over 1.5 tonnes and up to 3 tonnes	\$43.74

NOTE: These Light Vehicle Rates are subject to any increases arising from changes to the superannuation guarantee charge percentage. See subclause 20.8(e) for details.

A.4 NHVR Training and Accreditation**A.4.1 NHVR Training and Accreditation System Set Up****A.4.2 The lump sum allowance referred to in clause 22.2 is:**

- (a) From the first full pay period commencing on or after 12 February 2024:

\$7,992.18; and

- (b) From the first full pay period commencing on or after 10 November 2023:

\$7,619.78.

A.4.3 The allowance referred to in clause 22.3 is (rounded up to the nearest half hour):

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.48
Single Axle Prime Mover	\$0.48
Rigid-carrying capacity over 14 tonnes or more	\$0.48
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.48
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.48
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.48
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.48
Rigid-carrying capacity over 3 and including 5 tonnes	\$0.48
Rigid-carrying capacity less than 3 tonnes	\$0.48

From the first full pay period commencing on or after 10 November 2023;

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.46
Single Axle Prime Mover	\$0.46
Rigid-carrying capacity over 14 tonnes or more	\$0.46
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.46
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.46
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.46
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.46
Rigid-carrying capacity over 3 and including 5 tonnes	\$0.46
Rigid-carrying capacity less than 3 tonnes	\$0.46

A.5 Blue Card

A.5.1 A Contract Carrier who in order to perform a Contract of Carriage is required to obtain a blue card (or equivalent), after this Determination has come into operation, shall be paid the following amounts (rounded up to the nearest half hour):

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.05
Single Axle Prime Mover	\$0.05
Rigid-carrying capacity over 14 tonnes or more	\$0.05
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.05
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.05
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.05
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.05
Rigid-carrying capacity over 2 and including 5 tonnes	\$0.05
Rigid-carrying capacity less than 3 tonnes	

From the first full pay period commencing on or after 10 November 2023:

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.05
Single Axle Prime Mover	\$0.05
Rigid-carrying capacity over 14 tonnes or more	\$0.05
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.05
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.05
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.05
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.05
Rigid-carrying capacity over 2 and including 5 tonnes	\$0.05
Rigid-carrying capacity less than 3 tonnes	

A.5.2 However, a Principal Contractor will not be required to make any such payment in circumstance where the Principal Contractor has previously paid for a Contract Carrier to obtain the appropriate blue card (or equivalent).

A.6 Workwear and PPE

A.6.1 A Contract Carrier who, in order to perform a contract of carriage, is required by a Principal Contractor to wear certain type of workwear and/or personal protective equipment shall be paid the following amounts:

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.33
Single Axle Prime Mover	\$0.33
Rigid-carrying capacity over 14 tonnes or more	\$0.33
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.33
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.33
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.33
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.33
Rigid-carrying capacity over 2 and including 5 tonnes	\$0.33
Rigid-carrying capacity less than 3 tonnes	

From the first full pay period commencing on or after 10 November 2023:

Class of Vehicle	Per hour \$
Bogie Axle Prime Mover	\$0.31
Single Axle Prime Mover	\$0.31
Rigid-carrying capacity over 14 tonnes or more	\$0.31
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.31
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.31
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.31
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.31
Rigid-carrying capacity over 2 and including 5 tonnes	\$0.31
Rigid-carrying capacity less than 3 tonnes	

A.6.2 A Principal Contractor will not be required to make any such payment in circumstance where the Principal Contractor provides the Contract Carrier with the certain type of workwear and/or personal protective equipment

A.7 Additional amounts

A.7.1 Ropes and Gear Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to supply tarpaulins, ropes, gates, chains and dogs for use in a Contract of Carriage must be paid the following allowance per day or part day during which the equipment is used for the purpose of the Contract of Carriage:

- (a) From the first full pay period on or after 12 February 2024: \$5.01
- (b) From the first full pay period on or after 10 November 2023: \$4.78

A.7.2 Twistlock Allowance

A Contract Carrier who, in order to perform a Contract of Carriage, is required to fit his trailer with twistlocks for the carriage of I.S.O. containers must be paid the following allowance per day or part day during which the equipment is used for the purpose of the Contract of Carriage:

- (a) From the first full pay period commencing on or after 12 February 2024: \$3.76
- (b) from the first full pay period commencing on or after 10 November 2023: \$3.58

A.7.3 Mechanical Lifting Equipment Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to supply rear or side-loading mechanical devices, shall be paid the following allowance for each day (and proportionately for part of a day) during which the equipment is used for the purpose of the Contract of Carriage:

From the first full pay period commencing on or after 12 February 2024:

Equipment type	Per day \$
Rear-Lift Platform up to and including 3,000 lbs capacity	\$6.00
Rear-Lift Platform up to and including 6,000 lbs capacity	\$8.24
Side loading device	\$26.49

From the first full pay period commencing on or after 10 November 2023:

Equipment type	Per day \$
Rear-Lift Platform up to and including 3,000 lbs capacity	\$5.72
Rear-Lift Platform up to and including 6,000 lbs capacity	\$7.85
Side loading device	\$25.26

SCHEDULE B - WATERFRONT AND CONTAINER DEPOTS

1. The following conditions and allowances shall apply to contracts of carriage performed in or in connection with Container Depots and Waterfront areas, in addition to all other conditions provided for by this Contract Determination but in substitution for the rates in Schedule A.

From the first full pay period commencing on or after 12 February 2024:

Class of Vehicle	Rate
Rigid Vehicle	
Not less than 8 and not greater than 10 tonnes	\$67.85
Not less than 10 and not greater than 12 tonnes	\$74.65
Not less than 12 and not greater than 14 tonnes	\$74.29
Not less than 14 tonnes	\$77.06
Single Axle Prime Mover	\$72.65
Bogie Axle Prime Mover	\$79.62

From the first full pay period commencing on or after 10 November 2023:

Class of Vehicle	Rate
Rigid Vehicle	
Not less than 8 and not greater than 10 tonnes	\$66.47
Not less than 10 and not greater than 12 tonnes	\$72.92
Not less than 12 and not greater than 14 tonnes	\$72.58
Not less than 14 tonnes	\$75.86
Single Axle Prime Mover	\$71.66
Bogie Axle Prime Mover	\$78.88

The above rates of remuneration are calculated using the following formula:

$$\frac{(\text{Hourly Rate} \times 221 \times 7.6) + (\text{Km Rate} \times 23,500)}{(221 \times 7.6)}$$

where Hourly Rate and km Rate are the relevant per hour and per km rates for a 6 year+ vehicle in Schedule A - Rates of Remuneration.

This formula is based on a minimum distance travelled of 23,500 km per annum on contracts of carriage performed in or in connection with Container Depots and Waterfront areas.

2. Trailer Allowance:

A Contract Carrier who, in order to perform a contract of carriage, is required to supply one of the trailers listed below (irrespective of axle configuration), shall be paid the following allowance for each day, (or part of a day) during the equipment is so used:

From the first full pay period commencing on or after 12 February 2024:

	Rate A - Subsidy	Rate B - No Subsidy
40 ft Skel trailer	\$58.60 per day	\$59.80 per day
40 ft General Purpose trailer	\$58.60 per day	\$62.98 per day
Dog or Pig trailer	\$43.87 per day	\$47.12 per day
Pup trailer	\$29.29 per day	\$31.48 per day
20 ft Skel trailer	\$52.75 per day	\$56.69 per day

From the first full pay period commencing on or after 10 November 2023:

	Rate A - Subsidy	Rate B - No Subsidy
40 ft Skel trailer	\$55.42 per day	\$56.55 per day
40 ft General Purpose trailer	\$55.42 per day	\$59.55 per day
Dog or Pig trailer	\$41.48 per day	\$44.56 per day
Pup trailer	\$27.70 per day	\$29.77 per day
20 ft Skel trailer	\$49.88 per day	\$53.61 per day

3. Towing rates:

A Contract Carrier, whose vehicle is in the performance of a contract of carriage, is required to tow one of the trailers listed below (irrespective of axle configuration), shall be paid the following allowance for each hour (pro-rata for part of an hour) during which such trailer is towed:

From the first full pay period commencing on or after 12 February 2024:

40 ft trailer	\$3.37 per hour	\$3.29 per hour
Dog/Pig trailer	\$6.61 per hour	\$6.44 per hour
Pup trailer	\$4.88 per hour	\$4.76 per hour

From the first full pay period commencing on or after 10 November 2023:

40 ft trailer	\$3.19 per hour	\$3.11 per hour
Dog/Pig trailer	\$6.25 per hour	\$6.09 per hour
Pup trailer	\$4.61 per hour	\$4.50 per hour

4. Adjustment of the allowances and rates in Clause 3 and 4 of this Schedule shall be by application of the movement of the Consumer Price Index (All Groups), Sydney.
5. Contract Carriers who perform work pursuant to this Schedule shall have paid on their behalf by principal contractors who are members of the NSW Road Transport Association contributions into the TWU Superannuation Fund in the amounts prescribed by the Transport Industry (State) Superannuation Award.
6. Clause 3, Savings clause, of this Determination shall apply to the above rates and conditions.

SCHEDULE C - PROCEDURE AND TIME FOR ADJUSTMENTS OF RATES

C.1 Procedure for adjustment of rates

- C.1.1 The rates prescribed in Schedules B and C shall be adjusted with effect from 1 June and 1 December each year or as provided in this Schedule.
- C.1.2 The union shall make application to the IRC for a variation in rates and amounts in sufficient time for the variation to be made on or before 1 June and 1 December each year. Notwithstanding anything contained in this Schedule, a variation shall not be retrospective in operation but shall operate from a date not earlier than the date upon which it is made.
- C.1.3 The parties to this determination shall confer with a view to reaching agreement on the variation. In the absence of agreement, the rates and amounts shall be determined by the IRC in accordance with the Method of Adjustment outlined in this Schedule.
- C.1.4 The adjustment to be made from 1 December shall take into account all movements in costs occurring and indices published up to the preceding 31 October and the adjustment from 1 June shall take into account all movements in costs occurring and indices published up to the preceding 30 April.
- C.1.5 Each variation after the first variation shall be based upon the rates and amounts in the immediately preceding variation.
- C.1.6 If any one of the below listed components, except for fuel, changes such that it causes an increase in the total remuneration of 5 per cent or more from the date of the last variation, an interim adjustment may be made.
- C.1.7 The components of remuneration shall be adjusted upwards or downwards according to the following schedule:

Component	Method of Adjustment
1. Total Labour Costs	Adjust according to the actual percentage change in the Minimum Weekly Rate for the relevant Transport Worker Grade in the Road Transport and Distribution Award 2010.
2. Fuel	Adjust according to the percentage change in the Australian Institute of Petroleum NSW State weekly average for the retail price of diesel, excluding GST.
3. Capital	Adjust by reference to the average percentage change in the TransEco Road Freight Cost Indices Report: Shorthaul cost change of Capital.
4. Service and Parts	Adjust by reference to the average percentage change in the TransEco Road Freight Cost Indices Report: Shorthaul cost change of Maintenance.
5. Registration, Licensing and Insurances	Adjust by reference to the average percentage change in the TransEco Road Freight Cost Indices Report: Shorthaul cost change of Insurance.
6. Training and compliance	Adjust by reference to the average percentage change in the TransEco Road Freight Cost Indices Report: Shorthaul cost change of Admin.
7. Miscellaneous Fixed Costs	Adjust by reference to the average percentage change in the TransEco Road Freight Cost Indices Report: Shorthaul cost change of Admin.

C.1.8 The procedure outlined in subclause E.1 does not apply to Light Vehicle Rates.

C.2 Cost Recovery for variations in the Price of fuel

- C.2.1 Due to the changeable nature of the pricing of fuel, including significant fluctuations in the price of fuel, it is necessary that variations to rates of remuneration to take into account changes in the price of fuel occur in a timely and efficient manner.
- C.2.2 Any party to this determination may make an application to the IRC to vary rates of remuneration to account for changes in the price of fuel on the following basis:

- (a) an application to vary rates of remuneration for changes in the price of fuel may be made at any time, provided that the date upon which any rate adjustment is sought to become operative is at least one calendar month after the last occasion upon which a fuel rate adjustment became operative;
- (b) it is not a requirement of any such application that the rate adjustment sought for fuel only be one which is either below or above any minimum threshold amount; and
- (c) the benchmark for the price of fuel shall be the Australian Institute of Petroleum NSW weekly average for the retail price of diesel for the week ending immediately prior to the date of filing the application, excluding GST.

C.2.3 The parties to this determination shall take all necessary steps to enable an application made pursuant to this Schedule to be heard and determined at the earliest possible time, including but not limited to, consenting to have the IRC hear and determine any such application within 48 hours from the initial listing of the application.

SCHEDULE D - NOMINATED CONTRACT DETERMINATION

The Nominated Contract Determinations are:

1. Transport Industry - Car Carriers (N.S.W.) Contract Determination;
2. Transport Industry - Concrete Haulage Contract Determination;
3. Transport Industry - Excavated Materials Contract Determination;
4. Transport Industry - Quarried Materials Contract Determination;
5. Transport Industry - Waste Collection and Recycling Contract Determination;
6. Hanson Construction Materials Pty Limited Concrete Carriers Contract Determination;
7. Transport Industry - Courier and Taxi Truck Contract Determination;
8. Transport Industry - Concrete Haulage - Mini Trucks Contract Determination;
9. Transport Industry - Readymix Holdings Pty Ltd Concrete Cartage Contract Determination;
10. Boral Transport Limited Haulier Contract Determination;
11. CEVA Logistics (Australia) Pty Ltd (NSW Vehicle Logistics Local Fleet) Contract Determination;
12. Readymix Holding Pty Ltd Sydney Concrete Carriers Contract Determination;
13. Readymix Holdings Pty Ltd Country Concrete Carriers Contract Determination;
14. Transport Industry - Quarried Materials, &c., Carriers Interim Contract Determination;
15. Australian Liquor Marketers Pty Limited Carriers Contract Determination;
16. Boral Country - Concrete and Quarries Contract Determination;
17. Boral Resources (NSW) Pty Limited Sydney Metropolitan Concrete Contract Determination;
18. Transport Industry - Metromix Concrete Haulage Contract Determination;
19. Transport Industry - Allied Express TWU Interim Contract Determination;
20. Couriers Please Pty Ltd Contract Determination;
21. Transport Industry - Mayne Logistics Contract Determination;
22. Transport Industry - Penrith City Council Contract Determination;
23. Boral GST Protocol (Facilitation and Compliance) Contract Determination;
24. TNT Domestic & International Express Ancillary Contract Determination, The;
25. Superior Premix Contract Determination No. 2;
26. Superior Premix Contract Determination - Blacktown City Council Project;
27. Transport Industry - General Carriers (The Smith Family) Contract Determination;
28. Boral Transport Limited Quarried Materials Minimum Load Contract Determination; and
29. Monier Roofing Limited and Reliance Roof Tiles Pty Ltd Contract Determination.

SCHEDULE E - SUPERANNUATION CONTRIBUTION ARRANGEMENTS

This Schedule is intended to ensure Principal Contractors are not subject to the cost of both providing rates that compensate for superannuation costs and separately making contributions upon a contract carrier's behalf.

E.1 ARRANGEMENT BY AGREEMENT

E.1.1 A Principal Contractor and Contract Carrier may enter an arrangement whereby the Principal Contractor makes superannuation contributions for the benefit of the Contract Carrier.

E.1.2 A Principal Contractor may deduct from any remuneration payable to the Contract Carrier an amount no greater than the contributions that the Principal Contractor is required to make under such an arrangement.

E.2 Any such arrangement must be reduced to writing and must set out:

E.2.1 the amount of the contribution (whether as a fixed amount, a percentage of the Contract Carriers remuneration, or a combination of both);

E.2.2 in what period the contributions will be made (monthly, quarterly etc.); and

E.2.3 when the deductions are to be made.

E.3 Within 28 days of making superannuation contributions for a Contract Carrier's benefit, the Principal Contractor must provide the Contract Carrier with a written statement setting out the amount of contributions made and the account into which they have been paid.

E.4 ARRANGEMENT BY DIRECTION

E.4.1 A Principal Contractor may implement a superannuation arrangement without the agreement of a Contract Carrier if:

E.4.2 the Contract Carrier is not an incorporated entity; and

E.4.3 the Principal Contractor has a reasonably held belief that the payment of superannuation contributions for the benefit of the Contract Carrier is required to reduce a Superannuation Guarantee Charge liability that would otherwise accrue to the Principal Contractor.

E.5 An arrangement entered into in accordance with subclause 2.1 is subject to the following terms:

E.5.1 any deductions from a Contract Carrier's remuneration must be made in the same pay period for which the Contract Carrier is remunerated for the relevant cartage work;

E.5.2 superannuation contributions must be made no later than 28 days after the end of the quarter in which the relevant cartage work was performed; and

E.5.3 superannuation contributions must be paid into:

(a) a complying superannuation fund chosen by the Contract Carrier;

(b) the Contract Carrier's stapled superannuation fund (if the Contract Carrier does not choose a fund or if the Principal Contractor is not able to make contributions to the chosen fund); or

(c) TWUSuper (in the absence of a chosen or stapled superannuation fund into which the Principal Contractor can make contributions).

E.6 Within 28 days of making superannuation contributions for a Contract Carrier's benefit, the Principal Contractor must provide the Contract Carrier with a written statement setting out the amount of contributions made and the account into which they have been paid

E.7 Any disputes concerning the operation of this Schedule are to be dealt with using the dispute resolution procedures at clause 26.

SCHEDULE F - TEMPORARY FUEL SURCHARGE

F.1 APPLICATION

F.1.1 This Schedule applies to all Contracts of Carriage to which Part 4 of this Determination applies, other than Contracts of Carriage performed by a Light Vehicle.

F.2 BACKGROUND

F.2.1 This Schedule was introduced by the IRC in Matter No. 2022/77087 as a temporary measure to respond to significant fluctuations in the price of fuel arising from the war in Ukraine and the temporary inability for Contract Carriers to claim fuel tax credits.

F.3 THE SURCHARGE

F.3.1 In addition to all other amounts set out in this Determination, a Principal Contractor must pay a Contract Carrier an additional amount (the Temporary Fuel Surcharge).

F.3.2 For pay periods commencing between 19 February 2024 and 17 March 2024, the Temporary Fuel Surcharge shall be:

Vehicle Carrying Capacity	Surcharge (per km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$0.10
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.12
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.17
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.17
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.17
Rigid-carrying capacity over 14 tonnes or more	\$0.22
Single Axle Prime Mover	\$0.22
Bogie Axle Prime Mover	\$0.27

For pay periods commencing between 15 January 2024 and 18 February 2024, the Temporary Fuel Surcharge shall be:

Vehicle Carrying Capacity	Surcharge (per km)
Rigid-carrying capacity over 3 and including 5 tonnes	\$0.11
Rigid-carrying capacity over 5 and including 8 tonnes	\$0.13
Rigid-carrying capacity over 8 and including 10 tonnes	\$0.19
Rigid-carrying capacity over 10 and including 12 tonnes	\$0.19
Rigid-carrying capacity over 12 and including 14 tonnes	\$0.19
Rigid-carrying capacity over 14 tonnes or more	\$0.25
Single Axle Prime Mover	\$0.25
Bogie Axle Prime Mover	\$0.30

F.3.3 Where Schedule C (which deals with waterfront and container depots) applies to a Contact of Carriage, the Principal Contractor may elect to pay the following Temporary Fuel Surcharge in lieu of the amount in clause 3.2:

For pay periods commencing between 19 February 2024 and 17 March 2024:

Vehicle Carrying Capacity	Surcharge (per km)
Rigid-carrying capacity over 8 and including 10 tonnes	\$2.45
Rigid-carrying capacity over 10 and including 12 tonnes	\$2.45
Rigid-carrying capacity over 12 and including 14 tonnes	\$2.45
Rigid-carrying capacity over 14 tonnes or more	\$3.14
Single Axle Prime Mover	\$3.15
Bogie Axle Prime Mover	\$3.82

For pay periods commencing between 15 January 2024 and 18 February 2024:

Vehicle Carrying Capacity	Surcharge (per hour)
Rigid-carrying capacity over 8 and including 10 tonnes	\$2.71
Rigid-carrying capacity over 10 and including 12 tonnes	\$2.71
Rigid-carrying capacity over 12 and including 14 tonnes	\$2.71
Rigid-carrying capacity over 14 tonnes or more	\$3.47
Single Axle Prime Mover	\$3.49
Bogie Axle Prime Mover	\$4.23

F.4 REVIEW

- F.4.1 The Temporary Fuel Surcharge shall be reviewed on a monthly basis.
- F.4.2 The Temporary Fuel Surcharge shall be calculated by updating the fuel component of the Cost Model with the mean of all weekly retail diesel prices (NSW State Average) published by the Australian Institute of Petroleum for weeks ending in the prior calendar month.
- F.4.3 Parties shall calculate the Temporary Fuel Surcharge and provide the results to the IRC by the second Monday of each calendar month.
- F.4.4 The revised Temporary Fuel Surcharge will apply from the third Monday in each calendar month.
- F.4.5 As the Temporary Fuel Surcharge responds to fluctuations in fuel prices, it may increase or decrease from time to time.

F.5 OTHER PROVISIONS

- F.5.1 The Temporary Fuel Surcharge may be offset by any payments made to a Contract Carrier in excess of the amounts prescribed elsewhere in this Determination.
- F.5.2 Leave is reserved for any party to apply to vary the operation of this Schedule in circumstances where the Principal Contractor:
- (a) provides the Contract Carrier with fuel, either for free or at a cost below the prevailing market rate;
 - (b) directly reimburses the Contract Carrier for some or all of their fuel costs; or
 - (c) otherwise compensates the Contract Carrier for their fuel costs.

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**ENTERPRISE AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**

(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)

EA24/04 - NSW National Parks and Wildlife Service Flight Operations Enterprise Agreement 2023-2024

Made Between: Secretary of the Department of Climate Change, Energy, the Environment and Water -&-
The Australian Workers' Union, New South Wales Branch.

New/Variation: Replaces EA22/06

Approval and Commencement Date: Approved 1 July 2023 and commenced 30 June 2024.

Description of Employees: The agreement applies to all employees employed by the Office of Environment and Heritage in the National Parks and Wildlife Service Flight Operations Unit and who fall within the coverage of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009.

Nominal Term: 12 Months.

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**CONTRACT AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**

CA24/02 - Team Global Express NSW Courier Contract Agreement 2023

Made Between: Team Global Express Pty Ltd -&- the Transport Workers' Union of New South Wales.

New/Variation: Replaces CA07/2

Approval and Commencement Date: Approved 26 February 2024 and commenced 1 July 2023

Description of Employees: The agreement applies to contract carriers engaged by Team Global Express Pty Ltd located at Level 15, 376-384 St Kilda Road, Melbourne VIC 3004, who fall within the coverage of the Transport Industry - Courier and Taxi Truck Contract Determination.

Nominal Term: 36 Months.

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