# Pay Guide - Black Coal Mining Industry Award

# [MA000001]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2022.

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## Disclaimer

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However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

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## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Production and engineering employees - Full-time & part-time

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $916.50 | $26.19 | $39.29 | $52.38 | $52.38 | $78.57 | $52.38 |
| Mineworker - Induction level 2 | $934.10 | $26.69 | $40.04 | $53.38 | $53.38 | $80.07 | $53.38 |
| Mineworker - Training | $934.10 | $26.69 | $40.04 | $53.38 | $53.38 | $80.07 | $53.38 |
| Mineworker | $998.60 | $28.53 | $42.80 | $57.06 | $57.06 | $85.59 | $57.06 |
| Mineworker - Advanced | $1,046.70 | $29.91 | $44.87 | $59.82 | $59.82 | $89.73 | $59.82 |
| Mineworker - Specialised | $1,154.30 | $32.98 | $49.47 | $65.96 | $65.96 | $98.94 | $65.96 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $39.29 | $52.38 | $39.29 | $52.38 | $52.38 | $56.31 | $58.93 |
| Mineworker - Induction level 2 | $40.04 | $53.38 | $40.04 | $53.38 | $53.38 | $57.38 | $60.05 |
| Mineworker - Training | $40.04 | $53.38 | $40.04 | $53.38 | $53.38 | $57.38 | $60.05 |
| Mineworker | $42.80 | $57.06 | $42.80 | $57.06 | $57.06 | $61.34 | $64.19 |
| Mineworker - Advanced | $44.87 | $59.82 | $44.87 | $59.82 | $59.82 | $64.31 | $67.30 |
| Mineworker - Specialised | $49.47 | $65.96 | $49.47 | $65.96 | $65.96 | $70.91 | $74.21 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** | **Saturday - afternoon shift or rotating night shift - first 4 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $30.12 | $30.12 | $30.12 per hour and an additional $4.02 per shift | $30.12 per hour and an additional $7.94 per shift | $32.74 | $45.18 |
| Mineworker - Induction level 2 | $30.69 | $30.69 | $30.69 per hour and an additional $4.02 per shift | $30.69 per hour and an additional $7.94 per shift | $33.36 | $46.04 |
| Mineworker - Training | $30.69 | $30.69 | $30.69 per hour and an additional $4.02 per shift | $30.69 per hour and an additional $7.94 per shift | $33.36 | $46.04 |
| Mineworker | $32.81 | $32.81 | $32.81 per hour and an additional $4.02 per shift | $32.81 per hour and an additional $7.94 per shift | $35.66 | $49.21 |
| Mineworker - Advanced | $34.40 | $34.40 | $34.40 per hour and an additional $4.02 per shift | $34.40 per hour and an additional $7.94 per shift | $37.39 | $51.59 |
| Mineworker - Specialised | $37.93 | $37.93 | $37.93 per hour and an additional $4.02 per shift | $37.93 per hour and an additional $7.94 per shift | $41.23 | $56.89 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $60.24 | $60.24 | $49.11 | $65.48 | $65.48 | $86.43 | $91.67 |
| Mineworker - Induction level 2 | $61.39 | $61.39 | $50.04 | $66.73 | $66.73 | $88.08 | $93.42 |
| Mineworker - Training | $61.39 | $61.39 | $50.04 | $66.73 | $66.73 | $88.08 | $93.42 |
| Mineworker | $65.62 | $65.62 | $53.49 | $71.33 | $71.33 | $94.15 | $99.86 |
| Mineworker - Advanced | $68.79 | $68.79 | $56.08 | $74.78 | $74.78 | $98.70 | $104.69 |
| Mineworker - Specialised | $75.85 | $75.85 | $61.84 | $82.45 | $82.45 | $108.83 | $115.43 |

**Table 5 of 6**

| **Classification** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $58.27 | $60.24 | $60.24 | $62.20 | $65.48 | $65.48 |
| Mineworker - Induction level 2 | $59.39 | $61.39 | $61.39 | $63.39 | $66.73 | $66.73 |
| Mineworker - Training | $59.39 | $61.39 | $61.39 | $63.39 | $66.73 | $66.73 |
| Mineworker | $63.48 | $65.62 | $65.62 | $67.76 | $71.33 | $71.33 |
| Mineworker - Advanced | $66.55 | $68.79 | $68.79 | $71.04 | $74.78 | $74.78 |
| Mineworker - Specialised | $73.38 | $75.85 | $75.85 | $78.33 | $82.45 | $82.45 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Mineworker - Induction level 1 | $52.38 | $78.57 | $86.43 | $91.67 | $78.57 | $52.38 |
| Mineworker - Induction level 2 | $53.38 | $80.07 | $88.08 | $93.42 | $80.07 | $53.38 |
| Mineworker - Training | $53.38 | $80.07 | $88.08 | $93.42 | $80.07 | $53.38 |
| Mineworker | $57.06 | $85.59 | $94.15 | $99.86 | $85.59 | $57.06 |
| Mineworker - Advanced | $59.82 | $89.73 | $98.70 | $104.69 | $89.73 | $59.82 |
| Mineworker - Specialised | $65.96 | $98.94 | $108.83 | $115.43 | $98.94 | $65.96 |

### Staff employees - Full-time & part-time

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $982.40 | $28.07 | $42.11 | $56.14 | $56.14 | $84.21 |
| Coal mining industry employee - Group B | $1,010.40 | $28.87 | $43.31 | $57.74 | $57.74 | $86.61 |
| Coal mining industry employee - Group C | $1,036.30 | $29.61 | $44.42 | $59.22 | $59.22 | $88.83 |
| Coal mining industry employee - Group D | $1,052.20 | $30.06 | $45.09 | $60.12 | $60.12 | $90.18 |
| Coal mining industry employee - Group E | $1,073.40 | $30.67 | $46.01 | $61.34 | $61.34 | $92.01 |
| Coal mining industry employee - Group F | $1,083.80 | $30.97 | $46.46 | $61.94 | $61.94 | $92.91 |
| Coal mining industry employee - Group G | $1,141.00 | $32.60 | $48.90 | $65.20 | $65.20 | $97.80 |
| Coal mining industry employee - Group H | $1,154.30 | $32.98 | $49.47 | $65.96 | $65.96 | $98.94 |
| Coal mining industry employee - Group I | $1,172.30 | $33.49 | $50.24 | $66.98 | $66.98 | $100.47 |
| Coal mining industry employee - Group J | $1,188.20 | $33.95 | $50.93 | $67.90 | $67.90 | $101.85 |
| Coal mining industry employee - Group K | $1,214.90 | $34.71 | $52.07 | $69.42 | $69.42 | $104.13 |
| Coal mining industry employee - Group L | $1,244.60 | $35.56 | $53.34 | $71.12 | $71.12 | $106.68 |
| Coal mining industry employee - Group M | $1,293.80 | $36.97 | $55.46 | $73.94 | $73.94 | $110.91 |
| Graduate Engineer level 1 | $950.56 | $27.16 | $40.74 | $54.32 | $54.32 | $81.48 |
| Graduate Engineer level 2 | $1,021.85 | $29.20 | $43.80 | $58.40 | $58.40 | $87.60 |
| Graduate Engineer level 3 | $1,116.91 | $31.91 | $47.87 | $63.82 | $63.82 | $95.73 |
| Commercial graduate level 1 | $937.84 | $26.80 | $40.20 | $53.60 | $53.60 | $80.40 |
| Commercial graduate level 2 | $1,008.18 | $28.81 | $43.22 | $57.62 | $57.62 | $86.43 |
| Commercial graduate level 3 | $1,101.96 | $31.48 | $47.22 | $62.96 | $62.96 | $94.44 |

**Table 2 of 6**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Rotating night shift** | **Permanent night shift** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift - after 4 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $56.14 | $32.28 | $32.28 | $35.09 | $48.42 | $64.56 |
| Coal mining industry employee - Group B | $57.74 | $33.20 | $33.20 | $36.09 | $49.80 | $66.40 |
| Coal mining industry employee - Group C | $59.22 | $34.05 | $34.05 | $37.01 | $51.08 | $68.10 |
| Coal mining industry employee - Group D | $60.12 | $34.57 | $34.57 | $37.58 | $51.85 | $69.14 |
| Coal mining industry employee - Group E | $61.34 | $35.27 | $35.27 | $38.34 | $52.91 | $70.54 |
| Coal mining industry employee - Group F | $61.94 | $35.62 | $35.62 | $38.71 | $53.42 | $71.23 |
| Coal mining industry employee - Group G | $65.20 | $37.49 | $37.49 | $40.75 | $56.24 | $74.98 |
| Coal mining industry employee - Group H | $65.96 | $37.93 | $37.93 | $41.23 | $56.89 | $75.85 |
| Coal mining industry employee - Group I | $66.98 | $38.51 | $38.51 | $41.86 | $57.77 | $77.03 |
| Coal mining industry employee - Group J | $67.90 | $39.04 | $39.04 | $42.44 | $58.56 | $78.09 |
| Coal mining industry employee - Group K | $69.42 | $39.92 | $39.92 | $43.39 | $59.87 | $79.83 |
| Coal mining industry employee - Group L | $71.12 | $40.89 | $40.89 | $44.45 | $61.34 | $81.79 |
| Coal mining industry employee - Group M | $73.94 | $42.52 | $42.52 | $46.21 | $63.77 | $85.03 |
| Graduate Engineer level 1 | $54.32 | $31.23 | $31.23 | $33.95 | $46.85 | $62.47 |
| Graduate Engineer level 2 | $58.40 | $33.58 | $33.58 | $36.50 | $50.37 | $67.16 |
| Graduate Engineer level 3 | $63.82 | $36.70 | $36.70 | $39.89 | $55.04 | $73.39 |
| Commercial graduate level 1 | $53.60 | $30.82 | $30.82 | $33.50 | $46.23 | $61.64 |
| Commercial graduate level 2 | $57.62 | $33.13 | $33.13 | $36.01 | $49.70 | $66.26 |
| Commercial graduate level 3 | $62.96 | $36.20 | $36.20 | $39.35 | $54.30 | $72.40 |

**Table 3 of 6**

| **Classification** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $64.56 | $52.63 | $70.18 | $70.18 | $92.63 | $98.25 |
| Coal mining industry employee - Group B | $66.40 | $54.13 | $72.18 | $72.18 | $95.27 | $101.05 |
| Coal mining industry employee - Group C | $68.10 | $55.52 | $74.03 | $74.03 | $97.71 | $103.64 |
| Coal mining industry employee - Group D | $69.14 | $56.36 | $75.15 | $75.15 | $99.20 | $105.21 |
| Coal mining industry employee - Group E | $70.54 | $57.51 | $76.68 | $76.68 | $101.21 | $107.35 |
| Coal mining industry employee - Group F | $71.23 | $58.07 | $77.43 | $77.43 | $102.20 | $108.40 |
| Coal mining industry employee - Group G | $74.98 | $61.13 | $81.50 | $81.50 | $107.58 | $114.10 |
| Coal mining industry employee - Group H | $75.85 | $61.84 | $82.45 | $82.45 | $108.83 | $115.43 |
| Coal mining industry employee - Group I | $77.03 | $62.79 | $83.73 | $83.73 | $110.52 | $117.22 |
| Coal mining industry employee - Group J | $78.09 | $63.66 | $84.88 | $84.88 | $112.04 | $118.83 |
| Coal mining industry employee - Group K | $79.83 | $65.08 | $86.78 | $86.78 | $114.54 | $121.49 |
| Coal mining industry employee - Group L | $81.79 | $66.68 | $88.90 | $88.90 | $117.35 | $124.46 |
| Coal mining industry employee - Group M | $85.03 | $69.32 | $92.43 | $92.43 | $122.00 | $129.40 |
| Graduate Engineer level 1 | $62.47 | $50.93 | $67.90 | $67.90 | $89.63 | $95.06 |
| Graduate Engineer level 2 | $67.16 | $54.75 | $73.00 | $73.00 | $96.36 | $102.20 |
| Graduate Engineer level 3 | $73.39 | $59.83 | $79.78 | $79.78 | $105.30 | $111.69 |
| Commercial graduate level 1 | $61.64 | $50.25 | $67.00 | $67.00 | $88.44 | $93.80 |
| Commercial graduate level 2 | $66.26 | $54.02 | $72.03 | $72.03 | $95.07 | $100.84 |
| Commercial graduate level 3 | $72.40 | $59.03 | $78.70 | $78.70 | $103.88 | $110.18 |

**Table 4 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $42.11 | $56.14 | $42.11 | $56.14 | $56.14 | $60.35 |
| Coal mining industry employee - Group B | $43.31 | $57.74 | $43.31 | $57.74 | $57.74 | $62.07 |
| Coal mining industry employee - Group C | $44.42 | $59.22 | $44.42 | $59.22 | $59.22 | $63.66 |
| Coal mining industry employee - Group D | $45.09 | $60.12 | $45.09 | $60.12 | $60.12 | $64.63 |
| Coal mining industry employee - Group E | $46.01 | $61.34 | $46.01 | $61.34 | $61.34 | $65.94 |
| Coal mining industry employee - Group F | $46.46 | $61.94 | $46.46 | $61.94 | $61.94 | $66.59 |
| Coal mining industry employee - Group G | $48.90 | $65.20 | $48.90 | $65.20 | $65.20 | $70.09 |
| Coal mining industry employee - Group H | $49.47 | $65.96 | $49.47 | $65.96 | $65.96 | $70.91 |
| Coal mining industry employee - Group I | $50.24 | $66.98 | $50.24 | $66.98 | $66.98 | $72.00 |
| Coal mining industry employee - Group J | $50.93 | $67.90 | $50.93 | $67.90 | $67.90 | $72.99 |
| Coal mining industry employee - Group K | $52.07 | $69.42 | $52.07 | $69.42 | $69.42 | $74.63 |
| Coal mining industry employee - Group L | $53.34 | $71.12 | $53.34 | $71.12 | $71.12 | $76.45 |
| Coal mining industry employee - Group M | $55.46 | $73.94 | $55.46 | $73.94 | $73.94 | $79.49 |
| Graduate Engineer level 1 | $40.74 | $54.32 | $40.74 | $54.32 | $54.32 | $58.39 |
| Graduate Engineer level 2 | $43.80 | $58.40 | $43.80 | $58.40 | $58.40 | $62.78 |
| Graduate Engineer level 3 | $47.87 | $63.82 | $47.87 | $63.82 | $63.82 | $68.61 |
| Commercial graduate level 1 | $40.20 | $53.60 | $40.20 | $53.60 | $53.60 | $57.62 |
| Commercial graduate level 2 | $43.22 | $57.62 | $43.22 | $57.62 | $57.62 | $61.94 |
| Commercial graduate level 3 | $47.22 | $62.96 | $47.22 | $62.96 | $62.96 | $67.68 |

**Table 5 of 6**

| **Classification** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $63.16 | $62.46 | $64.56 | $64.56 | $66.67 | $70.18 |
| Coal mining industry employee - Group B | $64.96 | $64.24 | $66.40 | $66.40 | $68.57 | $72.18 |
| Coal mining industry employee - Group C | $66.62 | $65.88 | $68.10 | $68.10 | $70.32 | $74.03 |
| Coal mining industry employee - Group D | $67.64 | $66.88 | $69.14 | $69.14 | $71.39 | $75.15 |
| Coal mining industry employee - Group E | $69.01 | $68.24 | $70.54 | $70.54 | $72.84 | $76.68 |
| Coal mining industry employee - Group F | $69.68 | $68.91 | $71.23 | $71.23 | $73.55 | $77.43 |
| Coal mining industry employee - Group G | $73.35 | $72.54 | $74.98 | $74.98 | $77.43 | $81.50 |
| Coal mining industry employee - Group H | $74.21 | $73.38 | $75.85 | $75.85 | $78.33 | $82.45 |
| Coal mining industry employee - Group I | $75.35 | $74.52 | $77.03 | $77.03 | $79.54 | $83.73 |
| Coal mining industry employee - Group J | $76.39 | $75.54 | $78.09 | $78.09 | $80.63 | $84.88 |
| Coal mining industry employee - Group K | $78.10 | $77.23 | $79.83 | $79.83 | $82.44 | $86.78 |
| Coal mining industry employee - Group L | $80.01 | $79.12 | $81.79 | $81.79 | $84.46 | $88.90 |
| Coal mining industry employee - Group M | $83.18 | $82.26 | $85.03 | $85.03 | $87.80 | $92.43 |
| Graduate Engineer level 1 | $61.11 | $60.43 | $62.47 | $62.47 | $64.51 | $67.90 |
| Graduate Engineer level 2 | $65.70 | $64.97 | $67.16 | $67.16 | $69.35 | $73.00 |
| Graduate Engineer level 3 | $71.80 | $71.00 | $73.39 | $73.39 | $75.79 | $79.78 |
| Commercial graduate level 1 | $60.30 | $59.63 | $61.64 | $61.64 | $63.65 | $67.00 |
| Commercial graduate level 2 | $64.82 | $64.10 | $66.26 | $66.26 | $68.42 | $72.03 |
| Commercial graduate level 3 | $70.83 | $70.04 | $72.40 | $72.40 | $74.77 | $78.70 |

**Table 6 of 6**

| **Classification** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $70.18 | $56.14 | $84.21 | $92.63 | $98.25 | $84.21 | $56.14 |
| Coal mining industry employee - Group B | $72.18 | $57.74 | $86.61 | $95.27 | $101.05 | $86.61 | $57.74 |
| Coal mining industry employee - Group C | $74.03 | $59.22 | $88.83 | $97.71 | $103.64 | $88.83 | $59.22 |
| Coal mining industry employee - Group D | $75.15 | $60.12 | $90.18 | $99.20 | $105.21 | $90.18 | $60.12 |
| Coal mining industry employee - Group E | $76.68 | $61.34 | $92.01 | $101.21 | $107.35 | $92.01 | $61.34 |
| Coal mining industry employee - Group F | $77.43 | $61.94 | $92.91 | $102.20 | $108.40 | $92.91 | $61.94 |
| Coal mining industry employee - Group G | $81.50 | $65.20 | $97.80 | $107.58 | $114.10 | $97.80 | $65.20 |
| Coal mining industry employee - Group H | $82.45 | $65.96 | $98.94 | $108.83 | $115.43 | $98.94 | $65.96 |
| Coal mining industry employee - Group I | $83.73 | $66.98 | $100.47 | $110.52 | $117.22 | $100.47 | $66.98 |
| Coal mining industry employee - Group J | $84.88 | $67.90 | $101.85 | $112.04 | $118.83 | $101.85 | $67.90 |
| Coal mining industry employee - Group K | $86.78 | $69.42 | $104.13 | $114.54 | $121.49 | $104.13 | $69.42 |
| Coal mining industry employee - Group L | $88.90 | $71.12 | $106.68 | $117.35 | $124.46 | $106.68 | $71.12 |
| Coal mining industry employee - Group M | $92.43 | $73.94 | $110.91 | $122.00 | $129.40 | $110.91 | $73.94 |
| Graduate Engineer level 1 | $67.90 | $54.32 | $81.48 | $89.63 | $95.06 | $81.48 | $54.32 |
| Graduate Engineer level 2 | $73.00 | $58.40 | $87.60 | $96.36 | $102.20 | $87.60 | $58.40 |
| Graduate Engineer level 3 | $79.78 | $63.82 | $95.73 | $105.30 | $111.69 | $95.73 | $63.82 |
| Commercial graduate level 1 | $67.00 | $53.60 | $80.40 | $88.44 | $93.80 | $80.40 | $53.60 |
| Commercial graduate level 2 | $72.03 | $57.62 | $86.43 | $95.07 | $100.84 | $86.43 | $57.62 |
| Commercial graduate level 3 | $78.70 | $62.96 | $94.44 | $103.88 | $110.18 | $94.44 | $62.96 |

### Staff employees - Casual

**Table 1 of 6**

| **Classification** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $35.09 | $52.64 | $70.18 | $70.18 | $105.27 | $63.16 |
| Coal mining industry employee - Group B | $36.09 | $54.14 | $72.18 | $72.18 | $108.27 | $64.96 |
| Coal mining industry employee - Group C | $37.01 | $55.52 | $74.02 | $74.02 | $111.03 | $66.62 |
| Coal mining industry employee - Group D | $37.58 | $56.37 | $75.16 | $75.16 | $112.74 | $67.64 |
| Coal mining industry employee - Group E | $38.34 | $57.51 | $76.68 | $76.68 | $115.02 | $69.01 |
| Coal mining industry employee - Group F | $38.71 | $58.07 | $77.42 | $77.42 | $116.13 | $69.68 |
| Coal mining industry employee - Group G | $40.75 | $61.13 | $81.50 | $81.50 | $122.25 | $73.35 |
| Coal mining industry employee - Group H | $41.23 | $61.85 | $82.46 | $82.46 | $123.69 | $74.21 |
| Coal mining industry employee - Group I | $41.86 | $62.79 | $83.72 | $83.72 | $125.58 | $75.35 |
| Coal mining industry employee - Group J | $42.44 | $63.66 | $84.88 | $84.88 | $127.32 | $76.39 |
| Coal mining industry employee - Group K | $43.39 | $65.09 | $86.78 | $86.78 | $130.17 | $78.10 |
| Coal mining industry employee - Group L | $44.45 | $66.68 | $88.90 | $88.90 | $133.35 | $80.01 |
| Coal mining industry employee - Group M | $46.21 | $69.32 | $92.42 | $92.42 | $138.63 | $83.18 |
| Graduate Engineer level 1 | $33.95 | $50.93 | $67.90 | $67.90 | $101.85 | $61.11 |
| Graduate Engineer level 2 | $36.50 | $54.75 | $73.00 | $73.00 | $109.50 | $65.70 |
| Graduate Engineer level 3 | $39.89 | $59.84 | $79.78 | $79.78 | $119.67 | $71.80 |
| Commercial graduate level 1 | $33.50 | $50.25 | $67.00 | $67.00 | $100.50 | $60.30 |
| Commercial graduate level 2 | $36.01 | $54.02 | $72.02 | $72.02 | $108.03 | $64.82 |
| Commercial graduate level 3 | $39.35 | $59.03 | $78.70 | $78.70 | $118.05 | $70.83 |

**Table 2 of 6**

| **Classification** | **Afternoon shift** | **Rotating night shift** | **Permanent night shift** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift - after 4 hours** | **Sunday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $40.35 | $40.35 | $43.86 | $60.53 | $80.71 | $80.71 |
| Coal mining industry employee - Group B | $41.50 | $41.50 | $45.11 | $62.26 | $83.01 | $83.01 |
| Coal mining industry employee - Group C | $42.56 | $42.56 | $46.26 | $63.84 | $85.12 | $85.12 |
| Coal mining industry employee - Group D | $43.22 | $43.22 | $46.98 | $64.83 | $86.43 | $86.43 |
| Coal mining industry employee - Group E | $44.09 | $44.09 | $47.93 | $66.14 | $88.18 | $88.18 |
| Coal mining industry employee - Group F | $44.52 | $44.52 | $48.39 | $66.77 | $89.03 | $89.03 |
| Coal mining industry employee - Group G | $46.86 | $46.86 | $50.94 | $70.29 | $93.73 | $93.73 |
| Coal mining industry employee - Group H | $47.41 | $47.41 | $51.54 | $71.12 | $94.83 | $94.83 |
| Coal mining industry employee - Group I | $48.14 | $48.14 | $52.33 | $72.21 | $96.28 | $96.28 |
| Coal mining industry employee - Group J | $48.81 | $48.81 | $53.05 | $73.21 | $97.61 | $97.61 |
| Coal mining industry employee - Group K | $49.90 | $49.90 | $54.24 | $74.85 | $99.80 | $99.80 |
| Coal mining industry employee - Group L | $51.12 | $51.12 | $55.56 | $76.68 | $102.24 | $102.24 |
| Coal mining industry employee - Group M | $53.14 | $53.14 | $57.76 | $79.71 | $106.28 | $106.28 |
| Graduate Engineer level 1 | $39.04 | $39.04 | $42.44 | $58.56 | $78.09 | $78.09 |
| Graduate Engineer level 2 | $41.98 | $41.98 | $45.63 | $62.96 | $83.95 | $83.95 |
| Graduate Engineer level 3 | $45.87 | $45.87 | $49.86 | $68.81 | $91.75 | $91.75 |
| Commercial graduate level 1 | $38.53 | $38.53 | $41.88 | $57.79 | $77.05 | $77.05 |
| Commercial graduate level 2 | $41.41 | $41.41 | $45.01 | $62.12 | $82.82 | $82.82 |
| Commercial graduate level 3 | $45.25 | $45.25 | $49.19 | $67.88 | $90.51 | $90.51 |

**Table 3 of 6**

| **Classification** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** | **Overtime - Monday to Friday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $65.79 | $87.73 | $87.73 | $115.80 | $122.82 | $52.64 |
| Coal mining industry employee - Group B | $67.67 | $90.23 | $90.23 | $119.10 | $126.32 | $54.14 |
| Coal mining industry employee - Group C | $69.39 | $92.53 | $92.53 | $122.13 | $129.54 | $55.52 |
| Coal mining industry employee - Group D | $70.46 | $93.95 | $93.95 | $124.01 | $131.53 | $56.37 |
| Coal mining industry employee - Group E | $71.89 | $95.85 | $95.85 | $126.52 | $134.19 | $57.51 |
| Coal mining industry employee - Group F | $72.58 | $96.78 | $96.78 | $127.74 | $135.49 | $58.07 |
| Coal mining industry employee - Group G | $76.41 | $101.88 | $101.88 | $134.48 | $142.63 | $61.13 |
| Coal mining industry employee - Group H | $77.31 | $103.08 | $103.08 | $136.06 | $144.31 | $61.85 |
| Coal mining industry employee - Group I | $78.49 | $104.65 | $104.65 | $138.14 | $146.51 | $62.79 |
| Coal mining industry employee - Group J | $79.58 | $106.10 | $106.10 | $140.05 | $148.54 | $63.66 |
| Coal mining industry employee - Group K | $81.36 | $108.48 | $108.48 | $143.19 | $151.87 | $65.09 |
| Coal mining industry employee - Group L | $83.34 | $111.13 | $111.13 | $146.69 | $155.58 | $66.68 |
| Coal mining industry employee - Group M | $86.64 | $115.53 | $115.53 | $152.49 | $161.74 | $69.32 |
| Graduate Engineer level 1 | $63.66 | $84.88 | $84.88 | $112.04 | $118.83 | $50.93 |
| Graduate Engineer level 2 | $68.44 | $91.25 | $91.25 | $120.45 | $127.75 | $54.75 |
| Graduate Engineer level 3 | $74.79 | $99.73 | $99.73 | $131.64 | $139.62 | $59.84 |
| Commercial graduate level 1 | $62.81 | $83.75 | $83.75 | $110.55 | $117.25 | $50.25 |
| Commercial graduate level 2 | $67.52 | $90.03 | $90.03 | $118.83 | $126.04 | $54.02 |
| Commercial graduate level 3 | $73.78 | $98.38 | $98.38 | $129.86 | $137.73 | $59.03 |

**Table 4 of 6**

| **Classification** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $70.18 | $52.64 | $70.18 | $70.18 | $75.44 | $78.95 |
| Coal mining industry employee - Group B | $72.18 | $54.14 | $72.18 | $72.18 | $77.59 | $81.20 |
| Coal mining industry employee - Group C | $74.02 | $55.52 | $74.02 | $74.02 | $79.57 | $83.27 |
| Coal mining industry employee - Group D | $75.16 | $56.37 | $75.16 | $75.16 | $80.80 | $84.56 |
| Coal mining industry employee - Group E | $76.68 | $57.51 | $76.68 | $76.68 | $82.43 | $86.27 |
| Coal mining industry employee - Group F | $77.42 | $58.07 | $77.42 | $77.42 | $83.23 | $87.10 |
| Coal mining industry employee - Group G | $81.50 | $61.13 | $81.50 | $81.50 | $87.61 | $91.69 |
| Coal mining industry employee - Group H | $82.46 | $61.85 | $82.46 | $82.46 | $88.64 | $92.77 |
| Coal mining industry employee - Group I | $83.72 | $62.79 | $83.72 | $83.72 | $90.00 | $94.19 |
| Coal mining industry employee - Group J | $84.88 | $63.66 | $84.88 | $84.88 | $91.25 | $95.49 |
| Coal mining industry employee - Group K | $86.78 | $65.09 | $86.78 | $86.78 | $93.29 | $97.63 |
| Coal mining industry employee - Group L | $88.90 | $66.68 | $88.90 | $88.90 | $95.57 | $100.01 |
| Coal mining industry employee - Group M | $92.42 | $69.32 | $92.42 | $92.42 | $99.35 | $103.97 |
| Graduate Engineer level 1 | $67.90 | $50.93 | $67.90 | $67.90 | $72.99 | $76.39 |
| Graduate Engineer level 2 | $73.00 | $54.75 | $73.00 | $73.00 | $78.48 | $82.13 |
| Graduate Engineer level 3 | $79.78 | $59.84 | $79.78 | $79.78 | $85.76 | $89.75 |
| Commercial graduate level 1 | $67.00 | $50.25 | $67.00 | $67.00 | $72.03 | $75.38 |
| Commercial graduate level 2 | $72.02 | $54.02 | $72.02 | $72.02 | $77.42 | $81.02 |
| Commercial graduate level 3 | $78.70 | $59.03 | $78.70 | $78.70 | $84.60 | $88.54 |

**Table 5 of 6**

| **Classification** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $78.08 | $80.71 | $80.71 | $83.34 | $87.73 | $87.73 |
| Coal mining industry employee - Group B | $80.30 | $83.01 | $83.01 | $85.71 | $90.23 | $90.23 |
| Coal mining industry employee - Group C | $82.35 | $85.12 | $85.12 | $87.90 | $92.53 | $92.53 |
| Coal mining industry employee - Group D | $83.62 | $86.43 | $86.43 | $89.25 | $93.95 | $93.95 |
| Coal mining industry employee - Group E | $85.31 | $88.18 | $88.18 | $91.06 | $95.85 | $95.85 |
| Coal mining industry employee - Group F | $86.13 | $89.03 | $89.03 | $91.94 | $96.78 | $96.78 |
| Coal mining industry employee - Group G | $90.67 | $93.73 | $93.73 | $96.78 | $101.88 | $101.88 |
| Coal mining industry employee - Group H | $91.74 | $94.83 | $94.83 | $97.92 | $103.08 | $103.08 |
| Coal mining industry employee - Group I | $93.14 | $96.28 | $96.28 | $99.42 | $104.65 | $104.65 |
| Coal mining industry employee - Group J | $94.43 | $97.61 | $97.61 | $100.80 | $106.10 | $106.10 |
| Coal mining industry employee - Group K | $96.54 | $99.80 | $99.80 | $103.05 | $108.48 | $108.48 |
| Coal mining industry employee - Group L | $98.90 | $102.24 | $102.24 | $105.57 | $111.13 | $111.13 |
| Coal mining industry employee - Group M | $102.82 | $106.28 | $106.28 | $109.75 | $115.53 | $115.53 |
| Graduate Engineer level 1 | $75.54 | $78.09 | $78.09 | $80.63 | $84.88 | $84.88 |
| Graduate Engineer level 2 | $81.21 | $83.95 | $83.95 | $86.69 | $91.25 | $91.25 |
| Graduate Engineer level 3 | $88.76 | $91.75 | $91.75 | $94.74 | $99.73 | $99.73 |
| Commercial graduate level 1 | $74.54 | $77.05 | $77.05 | $79.56 | $83.75 | $83.75 |
| Commercial graduate level 2 | $80.12 | $82.82 | $82.82 | $85.52 | $90.03 | $90.03 |
| Commercial graduate level 3 | $87.55 | $90.51 | $90.51 | $93.46 | $98.38 | $98.38 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Coal mining industry employee - Group A | $70.18 | $105.27 | $115.80 | $122.82 | $105.27 | $70.18 |
| Coal mining industry employee - Group B | $72.18 | $108.27 | $119.10 | $126.32 | $108.27 | $72.18 |
| Coal mining industry employee - Group C | $74.02 | $111.03 | $122.13 | $129.54 | $111.03 | $74.02 |
| Coal mining industry employee - Group D | $75.16 | $112.74 | $124.01 | $131.53 | $112.74 | $75.16 |
| Coal mining industry employee - Group E | $76.68 | $115.02 | $126.52 | $134.19 | $115.02 | $76.68 |
| Coal mining industry employee - Group F | $77.42 | $116.13 | $127.74 | $135.49 | $116.13 | $77.42 |
| Coal mining industry employee - Group G | $81.50 | $122.25 | $134.48 | $142.63 | $122.25 | $81.50 |
| Coal mining industry employee - Group H | $82.46 | $123.69 | $136.06 | $144.31 | $123.69 | $82.46 |
| Coal mining industry employee - Group I | $83.72 | $125.58 | $138.14 | $146.51 | $125.58 | $83.72 |
| Coal mining industry employee - Group J | $84.88 | $127.32 | $140.05 | $148.54 | $127.32 | $84.88 |
| Coal mining industry employee - Group K | $86.78 | $130.17 | $143.19 | $151.87 | $130.17 | $86.78 |
| Coal mining industry employee - Group L | $88.90 | $133.35 | $146.69 | $155.58 | $133.35 | $88.90 |
| Coal mining industry employee - Group M | $92.42 | $138.63 | $152.49 | $161.74 | $138.63 | $92.42 |
| Graduate Engineer level 1 | $67.90 | $101.85 | $112.04 | $118.83 | $101.85 | $67.90 |
| Graduate Engineer level 2 | $73.00 | $109.50 | $120.45 | $127.75 | $109.50 | $73.00 |
| Graduate Engineer level 3 | $79.78 | $119.67 | $131.64 | $139.62 | $119.67 | $79.78 |
| Commercial graduate level 1 | $67.00 | $100.50 | $110.55 | $117.25 | $100.50 | $67.00 |
| Commercial graduate level 2 | $72.02 | $108.03 | $118.83 | $126.04 | $108.03 | $72.02 |
| Commercial graduate level 3 | $78.70 | $118.05 | $129.86 | $137.73 | $118.05 | $78.70 |

### Junior - Production and engineering employees - Full-time & part-time

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $373.64 | $10.68 | $16.02 | $21.36 | $21.36 | $32.04 | $21.36 |
| 16 years | $513.76 | $14.68 | $22.02 | $29.36 | $29.36 | $44.04 | $29.36 |
| 17 years | $700.58 | $20.02 | $30.03 | $40.04 | $40.04 | $60.06 | $40.04 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $16.02 | $21.36 | $16.02 | $21.36 | $21.36 | $22.96 | $24.03 |
| 16 years | $22.02 | $29.36 | $22.02 | $29.36 | $29.36 | $31.56 | $33.03 |
| 17 years | $30.03 | $40.04 | $30.03 | $40.04 | $40.04 | $43.04 | $45.05 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** | **Saturday - afternoon shift or rotating night shift - first 4 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $12.28 | $12.28 | $12.28 per hour and an additional $4.02 per shift | $12.28 per hour and an additional $7.94 per shift | $13.35 | $18.42 |
| 16 years | $16.88 | $16.88 | $16.88 per hour and an additional $4.02 per shift | $16.88 per hour and an additional $7.94 per shift | $18.35 | $25.32 |
| 17 years | $23.02 | $23.02 | $23.02 per hour and an additional $4.02 per shift | $23.02 per hour and an additional $7.94 per shift | $25.03 | $34.53 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $24.56 | $24.56 | $20.03 | $26.70 | $26.70 | $35.24 | $37.38 |
| 16 years | $33.76 | $33.76 | $27.53 | $36.70 | $36.70 | $48.44 | $51.38 |
| 17 years | $46.05 | $46.05 | $37.54 | $50.05 | $50.05 | $66.07 | $70.07 |

**Table 5 of 6**

| **Classification** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $23.76 | $24.56 | $24.56 | $25.37 | $26.70 | $26.70 |
| 16 years | $32.66 | $33.76 | $33.76 | $34.87 | $36.70 | $36.70 |
| 17 years | $44.54 | $46.05 | $46.05 | $47.55 | $50.05 | $50.05 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $21.36 | $32.04 | $35.24 | $37.38 | $32.04 | $21.36 |
| 16 years | $29.36 | $44.04 | $48.44 | $51.38 | $44.04 | $29.36 |
| 17 years | $40.04 | $60.06 | $66.07 | $70.07 | $60.06 | $40.04 |

### Junior - Staff employees - Full-time & part-time

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $638.56 | $18.24 | $27.36 | $36.48 | $36.48 | $54.72 | $36.48 |
| 16 years | $638.56 | $18.24 | $27.36 | $36.48 | $36.48 | $54.72 | $36.48 |
| 17 years | $687.68 | $19.65 | $29.48 | $39.30 | $39.30 | $58.95 | $39.30 |
| 18 years | $785.92 | $22.45 | $33.68 | $44.90 | $44.90 | $67.35 | $44.90 |
| 19 years | $884.16 | $25.26 | $37.89 | $50.52 | $50.52 | $75.78 | $50.52 |
| 20 years | $933.28 | $26.67 | $40.01 | $53.34 | $53.34 | $80.01 | $53.34 |

**Table 2 of 6**

| **Classification** | **Afternoon shift** | **Rotating night shift** | **Permanent night shift** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift - after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $20.98 | $20.98 | $22.80 | $31.46 | $41.95 | $41.95 | $34.20 |
| 16 years | $20.98 | $20.98 | $22.80 | $31.46 | $41.95 | $41.95 | $34.20 |
| 17 years | $22.60 | $22.60 | $24.56 | $33.90 | $45.20 | $45.20 | $36.84 |
| 18 years | $25.82 | $25.82 | $28.06 | $38.73 | $51.64 | $51.64 | $42.09 |
| 19 years | $29.05 | $29.05 | $31.58 | $43.57 | $58.10 | $58.10 | $47.36 |
| 20 years | $30.67 | $30.67 | $33.34 | $46.01 | $61.34 | $61.34 | $50.01 |

**Table 3 of 6**

| **Classification** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $45.60 | $45.60 | $60.19 | $63.84 | $27.36 | $36.48 | $27.36 |
| 16 years | $45.60 | $45.60 | $60.19 | $63.84 | $27.36 | $36.48 | $27.36 |
| 17 years | $49.13 | $49.13 | $64.85 | $68.78 | $29.48 | $39.30 | $29.48 |
| 18 years | $56.13 | $56.13 | $74.09 | $78.58 | $33.68 | $44.90 | $33.68 |
| 19 years | $63.15 | $63.15 | $83.36 | $88.41 | $37.89 | $50.52 | $37.89 |
| 20 years | $66.68 | $66.68 | $88.01 | $93.35 | $40.01 | $53.34 | $40.01 |

**Table 4 of 6**

| **Classification** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $36.48 | $36.48 | $39.22 | $41.04 | $40.58 | $41.95 |
| 16 years | $36.48 | $36.48 | $39.22 | $41.04 | $40.58 | $41.95 |
| 17 years | $39.30 | $39.30 | $42.25 | $44.21 | $43.72 | $45.20 |
| 18 years | $44.90 | $44.90 | $48.27 | $50.51 | $49.95 | $51.64 |
| 19 years | $50.52 | $50.52 | $54.31 | $56.84 | $56.20 | $58.10 |
| 20 years | $53.34 | $53.34 | $57.34 | $60.01 | $59.34 | $61.34 |

**Table 5 of 6**

| **Classification** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** | **Overtime - regular weekend workers** |
| --- | --- | --- | --- | --- | --- |
| 15 years and under | $41.95 | $43.32 | $45.60 | $45.60 | $36.48 |
| 16 years | $41.95 | $43.32 | $45.60 | $45.60 | $36.48 |
| 17 years | $45.20 | $46.67 | $49.13 | $49.13 | $39.30 |
| 18 years | $51.64 | $53.32 | $56.13 | $56.13 | $44.90 |
| 19 years | $58.10 | $59.99 | $63.15 | $63.15 | $50.52 |
| 20 years | $61.34 | $63.34 | $66.68 | $66.68 | $53.34 |

**Table 6 of 6**

| **Classification** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- |
| 15 years and under | $54.72 | $60.19 | $63.84 | $54.72 | $36.48 |
| 16 years | $54.72 | $60.19 | $63.84 | $54.72 | $36.48 |
| 17 years | $58.95 | $64.85 | $68.78 | $58.95 | $39.30 |
| 18 years | $67.35 | $74.09 | $78.58 | $67.35 | $44.90 |
| 19 years | $75.78 | $83.36 | $88.41 | $75.78 | $50.52 |
| 20 years | $80.01 | $88.01 | $93.35 | $80.01 | $53.34 |

### Junior - Staff employees - Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $22.80 | $34.20 | $45.60 | $45.60 | $68.40 | $41.04 | $26.22 |
| 16 years | $22.80 | $34.20 | $45.60 | $45.60 | $68.40 | $41.04 | $26.22 |
| 17 years | $24.56 | $36.84 | $49.12 | $49.12 | $73.68 | $44.21 | $28.24 |
| 18 years | $28.06 | $42.09 | $56.12 | $56.12 | $84.18 | $50.51 | $32.27 |
| 19 years | $31.58 | $47.37 | $63.16 | $63.16 | $94.74 | $56.84 | $36.32 |
| 20 years | $33.34 | $50.01 | $66.68 | $66.68 | $100.02 | $60.01 | $38.34 |

**Table 2 of 5**

| **Classification** | **Rotating night shift** | **Permanent night shift** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift - after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $26.22 | $28.50 | $39.33 | $52.44 | $52.44 | $42.75 | $57.00 |
| 16 years | $26.22 | $28.50 | $39.33 | $52.44 | $52.44 | $42.75 | $57.00 |
| 17 years | $28.24 | $30.70 | $42.37 | $56.49 | $56.49 | $46.05 | $61.40 |
| 18 years | $32.27 | $35.08 | $48.40 | $64.54 | $64.54 | $52.61 | $70.15 |
| 19 years | $36.32 | $39.48 | $54.48 | $72.63 | $72.63 | $59.21 | $78.95 |
| 20 years | $38.34 | $41.68 | $57.51 | $76.68 | $76.68 | $62.51 | $83.35 |

**Table 3 of 5**

| **Classification** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** | **Public holiday - permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $57.00 | $75.24 | $79.80 | $34.20 | $45.60 | $34.20 | $45.60 |
| 16 years | $57.00 | $75.24 | $79.80 | $34.20 | $45.60 | $34.20 | $45.60 |
| 17 years | $61.40 | $81.05 | $85.96 | $36.84 | $49.12 | $36.84 | $49.12 |
| 18 years | $70.15 | $92.60 | $98.21 | $42.09 | $56.12 | $42.09 | $56.12 |
| 19 years | $78.95 | $104.21 | $110.53 | $47.37 | $63.16 | $47.37 | $63.16 |
| 20 years | $83.35 | $110.02 | $116.69 | $50.01 | $66.68 | $50.01 | $66.68 |

**Table 4 of 5**

| **Classification** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $45.60 | $49.02 | $51.30 | $50.73 | $52.44 | $52.44 | $54.15 |
| 16 years | $45.60 | $49.02 | $51.30 | $50.73 | $52.44 | $52.44 | $54.15 |
| 17 years | $49.12 | $52.80 | $55.26 | $54.65 | $56.49 | $56.49 | $58.33 |
| 18 years | $56.12 | $60.33 | $63.14 | $62.43 | $64.54 | $64.54 | $66.64 |
| 19 years | $63.16 | $67.90 | $71.06 | $70.27 | $72.63 | $72.63 | $75.00 |
| 20 years | $66.68 | $71.68 | $75.02 | $74.18 | $76.68 | $76.68 | $79.18 |

**Table 5 of 5**

| **Classification** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 15 years and under | $57.00 | $57.00 | $45.60 | $68.40 | $75.24 | $79.80 | $68.40 | $45.60 |
| 16 years | $57.00 | $57.00 | $45.60 | $68.40 | $75.24 | $79.80 | $68.40 | $45.60 |
| 17 years | $61.40 | $61.40 | $49.12 | $73.68 | $81.05 | $85.96 | $73.68 | $49.12 |
| 18 years | $70.15 | $70.15 | $56.12 | $84.18 | $92.60 | $98.21 | $84.18 | $56.12 |
| 19 years | $78.95 | $78.95 | $63.16 | $94.74 | $104.21 | $110.53 | $94.74 | $63.16 |
| 20 years | $83.35 | $83.35 | $66.68 | $100.02 | $110.02 | $116.69 | $100.02 | $66.68 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $420.35 | $12.01 | $18.02 | $24.02 | $24.02 | $36.03 | $24.02 |
| Apprentice - 2nd year | $560.46 | $16.01 | $24.02 | $32.02 | $32.02 | $48.03 | $32.02 |
| Apprentice - 3rd year | $700.58 | $20.02 | $30.03 | $40.04 | $40.04 | $60.06 | $40.04 |
| Apprentice - 4th year | $840.69 | $24.02 | $36.03 | $48.04 | $48.04 | $72.06 | $48.04 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.02 | $24.02 | $18.02 | $24.02 | $24.02 | $25.82 | $27.02 |
| Apprentice - 2nd year | $24.02 | $32.02 | $24.02 | $32.02 | $32.02 | $34.42 | $36.02 |
| Apprentice - 3rd year | $30.03 | $40.04 | $30.03 | $40.04 | $40.04 | $43.04 | $45.05 |
| Apprentice - 4th year | $36.03 | $48.04 | $36.03 | $48.04 | $48.04 | $51.64 | $54.05 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.81 | $13.81 | $13.81 per hour and an additional $7.94 per shift | $13.81 per hour and an additional $4.02 per shift | $15.01 |
| Apprentice - 2nd year | $18.41 | $18.41 | $18.41 per hour and an additional $7.94 per shift | $18.41 per hour and an additional $4.02 per shift | $20.01 |
| Apprentice - 3rd year | $23.02 | $23.02 | $23.02 per hour and an additional $7.94 per shift | $23.02 per hour and an additional $4.02 per shift | $25.03 |
| Apprentice - 4th year | $27.62 | $27.62 | $27.62 per hour and an additional $7.94 per shift | $27.62 per hour and an additional $4.02 per shift | $30.03 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift- after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.72 | $27.62 | $27.62 | $22.52 | $30.03 | $30.03 | $39.63 |
| Apprentice - 2nd year | $27.62 | $36.82 | $36.82 | $30.02 | $40.03 | $40.03 | $52.83 |
| Apprentice - 3rd year | $34.53 | $46.05 | $46.05 | $37.54 | $50.05 | $50.05 | $66.07 |
| Apprentice - 4th year | $41.43 | $55.25 | $55.25 | $45.04 | $60.05 | $60.05 | $79.27 |

**Table 5 of 6**

| **Classification** | **Public holiday - permanent night shift** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $42.04 | $26.72 | $27.62 | $27.62 | $28.52 | $30.03 | $30.03 |
| Apprentice - 2nd year | $56.04 | $35.62 | $36.82 | $36.82 | $38.02 | $40.03 | $40.03 |
| Apprentice - 3rd year | $70.07 | $44.54 | $46.05 | $46.05 | $47.55 | $50.05 | $50.05 |
| Apprentice - 4th year | $84.07 | $53.44 | $55.25 | $55.25 | $57.05 | $60.05 | $60.05 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.02 | $36.03 | $39.63 | $42.04 | $36.03 | $24.02 |
| Apprentice - 2nd year | $32.02 | $48.03 | $52.83 | $56.04 | $48.03 | $32.02 |
| Apprentice - 3rd year | $40.04 | $60.06 | $66.07 | $70.07 | $60.06 | $40.04 |
| Apprentice - 4th year | $48.04 | $72.06 | $79.27 | $84.07 | $72.06 | $48.04 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $467.05 | $13.35 | $20.03 | $26.70 | $26.70 | $40.05 | $26.70 |
| Apprentice - 2nd year | $560.46 | $16.01 | $24.02 | $32.02 | $32.02 | $48.03 | $32.02 |
| Apprentice - 3rd year | $700.58 | $20.02 | $30.03 | $40.04 | $40.04 | $60.06 | $40.04 |
| Apprentice - 4th year | $840.69 | $24.02 | $36.03 | $48.04 | $48.04 | $72.06 | $48.04 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.03 | $26.70 | $20.03 | $26.70 | $26.70 | $28.70 | $30.04 |
| Apprentice - 2nd year | $24.02 | $32.02 | $24.02 | $32.02 | $32.02 | $34.42 | $36.02 |
| Apprentice - 3rd year | $30.03 | $40.04 | $30.03 | $40.04 | $40.04 | $43.04 | $45.05 |
| Apprentice - 4th year | $36.03 | $48.04 | $36.03 | $48.04 | $48.04 | $51.64 | $54.05 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.35 | $15.35 | $15.35 per hour and an additional $4.02 per shift | $15.35 per hour and an additional $7.94 per shift | $16.69 |
| Apprentice - 2nd year | $18.41 | $18.41 | $18.41 per hour and an additional $4.02 per shift | $18.41 per hour and an additional $7.94 per shift | $20.01 |
| Apprentice - 3rd year | $23.02 | $23.02 | $23.02 per hour and an additional $4.02 per shift | $23.02 per hour and an additional $7.94 per shift | $25.03 |
| Apprentice - 4th year | $27.62 | $27.62 | $27.62 per hour and an additional $4.02 per shift | $27.62 per hour and an additional $7.94 per shift | $30.03 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift- after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.03 | $30.71 | $30.71 | $25.03 | $33.38 | $33.38 | $44.06 |
| Apprentice - 2nd year | $27.62 | $36.82 | $36.82 | $30.02 | $40.03 | $40.03 | $52.83 |
| Apprentice - 3rd year | $34.53 | $46.05 | $46.05 | $37.54 | $50.05 | $50.05 | $66.07 |
| Apprentice - 4th year | $41.43 | $55.25 | $55.25 | $45.04 | $60.05 | $60.05 | $79.27 |

**Table 5 of 6**

| **Classification** | **Public holiday - permanent night shift** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $46.73 | $29.70 | $30.71 | $30.71 | $31.71 | $33.38 | $33.38 |
| Apprentice - 2nd year | $56.04 | $35.62 | $36.82 | $36.82 | $38.02 | $40.03 | $40.03 |
| Apprentice - 3rd year | $70.07 | $44.54 | $46.05 | $46.05 | $47.55 | $50.05 | $50.05 |
| Apprentice - 4th year | $84.07 | $53.44 | $55.25 | $55.25 | $57.05 | $60.05 | $60.05 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.70 | $40.05 | $44.06 | $46.73 | $40.05 | $26.70 |
| Apprentice - 2nd year | $32.02 | $48.03 | $52.83 | $56.04 | $48.03 | $32.02 |
| Apprentice - 3rd year | $40.04 | $60.06 | $66.07 | $70.07 | $60.06 | $40.04 |
| Apprentice - 4th year | $48.04 | $72.06 | $79.27 | $84.07 | $72.06 | $48.04 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $513.76 | $14.68 | $22.02 | $29.36 | $29.36 | $44.04 | $29.36 |
| Apprentice - 2nd year | $607.17 | $17.35 | $26.03 | $34.70 | $34.70 | $52.05 | $34.70 |
| Apprentice - 3rd year | $700.58 | $20.02 | $30.03 | $40.04 | $40.04 | $60.06 | $40.04 |
| Apprentice - 4th year | $840.69 | $24.02 | $36.03 | $48.04 | $48.04 | $72.06 | $48.04 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.02 | $29.36 | $22.02 | $29.36 | $29.36 | $31.56 | $33.03 |
| Apprentice - 2nd year | $26.03 | $34.70 | $26.03 | $34.70 | $34.70 | $37.30 | $39.04 |
| Apprentice - 3rd year | $30.03 | $40.04 | $30.03 | $40.04 | $40.04 | $43.04 | $45.05 |
| Apprentice - 4th year | $36.03 | $48.04 | $36.03 | $48.04 | $48.04 | $51.64 | $54.05 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.88 | $16.88 | $16.88 per hour and an additional $4.02 per shift | $16.88 per hour and an additional $7.94 per shift | $18.35 |
| Apprentice - 2nd year | $19.95 | $19.95 | $19.95 per hour and an additional $4.02 per shift | $19.95 per hour and an additional $7.94 per shift | $21.69 |
| Apprentice - 3rd year | $23.02 | $23.02 | $23.02 per hour and an additional $4.02 per shift | $23.02 per hour and an additional $7.94 per shift | $25.03 |
| Apprentice - 4th year | $27.62 | $27.62 | $27.62 per hour and an additional $4.02 per shift | $27.62 per hour and an additional $7.94 per shift | $30.03 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift- after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.32 | $33.76 | $33.76 | $27.53 | $36.70 | $36.70 | $48.44 |
| Apprentice - 2nd year | $29.93 | $39.91 | $39.91 | $32.53 | $43.38 | $43.38 | $57.26 |
| Apprentice - 3rd year | $34.53 | $46.05 | $46.05 | $37.54 | $50.05 | $50.05 | $66.07 |
| Apprentice - 4th year | $41.43 | $55.25 | $55.25 | $45.04 | $60.05 | $60.05 | $79.27 |

**Table 5 of 6**

| **Classification** | **Public holiday - permanent night shift** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $51.38 | $32.66 | $33.76 | $33.76 | $34.87 | $36.70 | $36.70 |
| Apprentice - 2nd year | $60.73 | $38.60 | $39.91 | $39.91 | $41.21 | $43.38 | $43.38 |
| Apprentice - 3rd year | $70.07 | $44.54 | $46.05 | $46.05 | $47.55 | $50.05 | $50.05 |
| Apprentice - 4th year | $84.07 | $53.44 | $55.25 | $55.25 | $57.05 | $60.05 | $60.05 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.36 | $44.04 | $48.44 | $51.38 | $44.04 | $29.36 |
| Apprentice - 2nd year | $34.70 | $52.05 | $57.26 | $60.73 | $52.05 | $34.70 |
| Apprentice - 3rd year | $40.04 | $60.06 | $66.07 | $70.07 | $60.06 | $40.04 |
| Apprentice - 4th year | $48.04 | $72.06 | $79.27 | $84.07 | $72.06 | $48.04 |

### Adult Apprentice - Started before 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $747.28 | $21.35 | $32.03 | $42.70 | $42.70 | $64.05 | $42.70 |
| Apprentice - 2nd year | $840.69 | $24.02 | $36.03 | $48.04 | $48.04 | $72.06 | $48.04 |
| Apprentice - 3rd year | $887.40 | $25.35 | $38.03 | $50.70 | $50.70 | $76.05 | $50.70 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $32.03 | $42.70 | $32.03 | $42.70 | $42.70 | $45.90 | $48.04 |
| Apprentice - 2nd year | $36.03 | $48.04 | $36.03 | $48.04 | $48.04 | $51.64 | $54.05 |
| Apprentice - 3rd year | $38.03 | $50.70 | $38.03 | $50.70 | $50.70 | $54.50 | $57.04 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.55 | $24.55 | $24.55 per hour and an additional $4.02 per shift | $24.55 per hour and an additional $7.94 per shift | $26.69 |
| Apprentice - 2nd year | $27.62 | $27.62 | $27.62 per hour and an additional $4.02 per shift | $27.62 per hour and an additional $7.94 per shift | $30.03 |
| Apprentice - 3rd year | $29.15 | $29.15 | $29.15 per hour and an additional $4.02 per shift | $29.15 per hour and an additional $7.94 per shift | $31.69 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift- after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $36.83 | $49.11 | $49.11 | $40.03 | $53.38 | $53.38 | $70.46 |
| Apprentice - 2nd year | $41.43 | $55.25 | $55.25 | $45.04 | $60.05 | $60.05 | $79.27 |
| Apprentice - 3rd year | $43.73 | $58.31 | $58.31 | $47.53 | $63.38 | $63.38 | $83.66 |

**Table 5 of 6**

| **Classification** | **Public holiday - permanent night shift** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $74.73 | $47.50 | $49.11 | $49.11 | $50.71 | $53.38 | $53.38 |
| Apprentice - 2nd year | $84.07 | $53.44 | $55.25 | $55.25 | $57.05 | $60.05 | $60.05 |
| Apprentice - 3rd year | $88.73 | $56.40 | $58.31 | $58.31 | $60.21 | $63.38 | $63.38 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $42.70 | $64.05 | $70.46 | $74.73 | N/A | $42.70 |
| Apprentice - 2nd year | $48.04 | $72.06 | $79.27 | $84.07 | N/A | $48.04 |
| Apprentice - 3rd year | $50.70 | $76.05 | $83.66 | $88.73 | N/A | $50.70 |

### Adult Apprentice - Started after 1 Jan 2014

**Table 1 of 6**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $747.28 | $21.35 | $32.03 | $42.70 | $42.70 | $64.05 | $42.70 |
| Apprentice - 2nd year | $916.50 | $26.19 | $39.29 | $52.38 | $52.38 | $78.57 | $52.38 |
| Apprentice - 3rd year | $916.50 | $26.19 | $39.29 | $52.38 | $52.38 | $78.57 | $52.38 |

**Table 2 of 6**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - afternoon or rotating night shift on a 6 or 7 day roster - Monday to Friday** | **Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $32.03 | $42.70 | $32.03 | $42.70 | $42.70 | $45.90 | $48.04 |
| Apprentice - 2nd year | $39.29 | $52.38 | $39.29 | $52.38 | $52.38 | $56.31 | $58.93 |
| Apprentice - 3rd year | $39.29 | $52.38 | $39.29 | $52.38 | $52.38 | $56.31 | $58.93 |

**Table 3 of 6**

| **Classification** | **Afternoon shift (not open cut mines) - Monday to Friday** | **Rotating night shift (not open cut mines) - Monday to Friday** | **Afternoon shift (open cut mines) - Monday to Friday** | **Rotating night shift (open cut mines) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.55 | $24.55 | $24.55 per hour and an additional $4.02 per shift | $24.55 per hour and an additional $7.94 per shift | $26.69 |
| Apprentice - 2nd year | $30.12 | $30.12 | $30.12 per hour and an additional $4.02 per shift | $30.12 per hour and an additional $7.94 per shift | $32.74 |
| Apprentice - 3rd year | $30.12 | $30.12 | $30.12 per hour and an additional $4.02 per shift | $30.12 per hour and an additional $7.94 per shift | $32.74 |

**Table 4 of 6**

| **Classification** | **Saturday - afternoon shift or rotating night shift - first 4 hours** | **Saturday - afternoon shift or rotating night shift- after 4 hours** | **Sunday - afternoon shift or rotating night shift** | **Saturday - permanent night shift - first 4 hours** | **Saturday - permanent night shift - after 4 hours** | **Sunday - permanent night shift** | **Public holiday - afternoon shift or rotating night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $36.83 | $49.11 | $49.11 | $40.03 | $53.38 | $53.38 | $70.46 |
| Apprentice - 2nd year | $45.18 | $60.24 | $60.24 | $49.11 | $65.48 | $65.48 | $86.43 |
| Apprentice - 3rd year | $45.18 | $60.24 | $60.24 | $49.11 | $65.48 | $65.48 | $86.43 |

**Table 5 of 6**

| **Classification** | **Public holiday - permanent night shift** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours** | **Overtime - permanent night shift on a 6 or 7 day roster - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $74.73 | $47.50 | $49.11 | $49.11 | $50.71 | $53.38 | $53.38 |
| Apprentice - 2nd year | $91.67 | $58.27 | $60.24 | $60.24 | $62.20 | $65.48 | $65.48 |
| Apprentice - 3rd year | $91.67 | $58.27 | $60.24 | $60.24 | $62.20 | $65.48 | $65.48 |

**Table 6 of 6**

| **Classification** | **Overtime - regular weekend workers** | **Overtime - public holiday** | **Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster** | **Overtime - public holiday - permanent night shift on a 6 or 7 day roster** | **Overtime - public holiday - regular weekend workers** | **Overtime - all other overtime on a 6 or 7 day roster** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $42.70 | $64.05 | $70.46 | $74.73 | $64.05 | $42.70 |
| Apprentice - 2nd year | $52.38 | $78.57 | $86.43 | $91.67 | $78.57 | $52.38 |
| Apprentice - 3rd year | $52.38 | $78.57 | $86.43 | $91.67 | $78.57 | $52.38 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Boom welding allowance - production & engineering employees only - not open cut work | $0.89 per hour |
| Confined spaces allowance (electrical/ mechanical) - production & engineering employees only | $0.75 per hour |
| Damage to clothing and tools reimbursement (electrical/mechanical) - production & engineering employees only | reimbursement for any damage made to clothing and tools |
| Dirty work allowance - production & engineering employees only | $2.15 per shift |
| First aid officer allowance - production & engineering (not open cut or underground work) & Staff employees | $7.10 per day or per shift |
| First aid attendant allowance - production & engineering (not open cut or underground work) & Staff employees | $4.20 per day or per shift |
| Height money allowance (electrical/ mechanical) - production & engineering employees only | $2.15 per shift |
| Meal allowance | $16.77 for each meal |
| Overnight travel allowance - Mines rescue service employees only | an allowance or reimbursement sufficient for a reasonable standard of hotel / motel or site camp accommodation, 1 evening meal & 1 breakfast meal per night |
| Shaft work allowance (electrical/ mechanical) - production & engineering employees only | $5.51 per shift with a minimum payment of four hours |
| Stand-by allowance - Mines rescue service employees only - not duty officers - Monday to Friday stand-by roster | $95.84 per day |
| Stand-by allowance - Mines rescue service employees only - not duty officers - stand-by roster that includes Saturdays and/or Sundays | $174.77 per day |
| Stand-by allowance - Mines rescue service employees only - duty officers - Monday to Friday stand-by roster | $112.75 per day |
| Stand-by allowance - Mines rescue service employees only - duty officers - stand-by roster that includes Saturdays and/or Sundays | $225.49 per day |
| Temporarily working away from usual workplace - excess transport costs reimbursement | reimbursement for reasonable travel expenses in excess of those normally incurred traveling between home and the normal workplace |
| Temporarily working away from usual workplace - excess travelling time allowance | payment at the minimum hourly rate for extra time spent travelling outside of ordinary hours of work between home and the temporary work location in excess of time spent travelling between home and the ordinary work location |
| Tool allowance - production & engineering employees only | $0.36 per hour up to a maximum of $12.66 per week |
| Transport allowance when working shiftwork or overtime - normal means of transport unavailable | payment for 1 hour at the minimum hourly rate |
| Underground allowance (electrical/mechanical) - production & engineering adult employees only | $2.15 per day or per shift |
| Washery allowance - production & engineering employees only | $5.88 per day or per shift |
| Water money allowance - production & engineering employees only | $4.58 per shift |
| Working clothes and safety boots reimbursement | reimbursement for 1 pair of safety boots and 2 sets of industrial outer clothing each year |
| Working during shut down - excess transport costs reimbursement | reimbursement for reasonable travel expenses in excess of those normally incurred travelling between home and the normal workplace |