# Pay Guide - Coal Export Terminals Award

# [MA000045]

Published 16 November 2022

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.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

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.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations and services - entry level - introductory | $853.00 | $24.37 | $36.56 | $48.74 | $48.74 | $28.03 |
| Operations and services - basic | $896.40 | $25.61 | $38.42 | $51.22 | $51.22 | $29.45 |
| Operations and services - competent | $940.90 | $26.88 | $40.32 | $53.76 | $53.76 | $30.91 |
| Operations and services - advanced | $1,030.90 | $29.45 | $44.18 | $58.90 | $58.90 | $33.87 |
| Maintenance trades - entry level - introductory | $896.40 | $25.61 | $38.42 | $51.22 | $51.22 | $29.45 |
| Maintenance trades - competent | $940.90 | $26.88 | $40.32 | $53.76 | $53.76 | $30.91 |
| Maintenance trades - advanced | $1,030.90 | $29.45 | $44.18 | $58.90 | $58.90 | $33.87 |
| Maintenance trades - dual trade | $1,121.60 | $32.05 | $48.08 | $64.10 | $64.10 | $36.86 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations and services - entry level - introductory | $30.46 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |
| Operations and services - basic | $32.01 | $38.42 | $51.22 | $51.22 | $64.03 | $51.22 |
| Operations and services - competent | $33.60 | $40.32 | $53.76 | $53.76 | $67.20 | $53.76 |
| Operations and services - advanced | $36.81 | $44.18 | $58.90 | $58.90 | $73.63 | $58.90 |
| Maintenance trades - entry level - introductory | $32.01 | $38.42 | $51.22 | $51.22 | $64.03 | $51.22 |
| Maintenance trades - competent | $33.60 | $40.32 | $53.76 | $53.76 | $67.20 | $53.76 |
| Maintenance trades - advanced | $36.81 | $44.18 | $58.90 | $58.90 | $73.63 | $58.90 |
| Maintenance trades - dual trade | $40.06 | $48.08 | $64.10 | $64.10 | $80.13 | $64.10 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations and services - entry level - introductory | $30.46 | $45.69 | $60.92 | $60.92 | $35.03 | $38.08 |
| Operations and services - basic | $32.01 | $48.02 | $64.02 | $64.02 | $36.81 | $40.01 |
| Operations and services - competent | $33.60 | $50.40 | $67.20 | $67.20 | $38.64 | $42.00 |
| Operations and services - advanced | $36.81 | $55.22 | $73.62 | $73.62 | $42.33 | $46.01 |
| Maintenance trades - entry level - introductory | $32.01 | $48.02 | $64.02 | $64.02 | $36.81 | $40.01 |
| Maintenance trades - competent | $33.60 | $50.40 | $67.20 | $67.20 | $38.64 | $42.00 |
| Maintenance trades - advanced | $36.81 | $55.22 | $73.62 | $73.62 | $42.33 | $46.01 |
| Maintenance trades - dual trade | $40.06 | $60.09 | $80.12 | $80.12 | $46.07 | $50.08 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Operations and services - entry level - introductory | $45.69 | $60.92 | $60.92 | $76.15 | $60.92 |
| Operations and services - basic | $48.02 | $64.02 | $64.02 | $80.03 | $64.02 |
| Operations and services - competent | $50.40 | $67.20 | $67.20 | $84.00 | $67.20 |
| Operations and services - advanced | $55.22 | $73.62 | $73.62 | $92.03 | $73.62 |
| Maintenance trades - entry level - introductory | $48.02 | $64.02 | $64.02 | $80.03 | $64.02 |
| Maintenance trades - competent | $50.40 | $67.20 | $67.20 | $84.00 | $67.20 |
| Maintenance trades - advanced | $55.22 | $73.62 | $73.62 | $92.03 | $73.62 |
| Maintenance trades - dual trade | $60.09 | $80.12 | $80.12 | $100.15 | $80.12 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $423.41 | $12.10 | $18.15 | $24.20 | $24.20 | $13.92 |
| Apprentice 2nd year | $517.50 | $14.79 | $22.19 | $29.58 | $29.58 | $17.01 |
| Apprentice 3rd year | $705.68 | $20.16 | $30.24 | $40.32 | $40.32 | $23.18 |
| Apprentice 4th year | $827.99 | $23.66 | $35.49 | $47.32 | $47.32 | $27.21 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $15.13 | $18.15 | $24.20 | $24.20 | $30.25 | $24.20 |
| Apprentice 2nd year | $18.49 | $22.19 | $29.58 | $29.58 | $36.98 | $29.58 |
| Apprentice 3rd year | $25.20 | $30.24 | $40.32 | $40.32 | $50.40 | $40.32 |
| Apprentice 4th year | $29.58 | $35.49 | $47.32 | $47.32 | $59.15 | $47.32 |

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

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $13.44 | $20.16 | $26.88 | $26.88 | $15.46 | $16.80 |
| Apprentice 2nd year | $16.13 | $24.20 | $32.26 | $32.26 | $18.55 | $20.16 |
| Apprentice 3rd year | $20.16 | $30.24 | $40.32 | $40.32 | $23.18 | $25.20 |
| Apprentice 4th year | $23.66 | $35.49 | $47.32 | $47.32 | $27.21 | $29.58 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.16 | $26.88 | $26.88 | $33.60 | $26.88 |
| Apprentice 2nd year | $24.20 | $32.26 | $32.26 | $40.33 | $32.26 |
| Apprentice 3rd year | $30.24 | $40.32 | $40.32 | $50.40 | $40.32 |
| Apprentice 4th year | $35.49 | $47.32 | $47.32 | $59.15 | $47.32 |

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

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $14.79 | $22.19 | $29.58 | $29.58 | $17.01 | $18.49 |
| Apprentice 2nd year | $17.47 | $26.21 | $34.94 | $34.94 | $20.09 | $21.84 |
| Apprentice 3rd year | $20.16 | $30.24 | $40.32 | $40.32 | $23.18 | $25.20 |
| Apprentice 4th year | $23.66 | $35.49 | $47.32 | $47.32 | $27.21 | $29.58 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $22.19 | $29.58 | $29.58 | $36.98 | $29.58 |
| Apprentice 2nd year | $26.21 | $34.94 | $34.94 | $43.68 | $34.94 |
| Apprentice 3rd year | $30.24 | $40.32 | $40.32 | $50.40 | $40.32 |
| Apprentice 4th year | $35.49 | $47.32 | $47.32 | $59.15 | $47.32 |

### Adult Apprentice - 3 years - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $752.72 | $21.51 | $32.27 | $43.02 | $43.02 | $24.74 |
| Apprentice 2nd year | $846.81 | $24.19 | $36.29 | $48.38 | $48.38 | $27.82 |
| Apprentice 3rd year | $893.86 | $25.54 | $38.31 | $51.08 | $51.08 | $29.37 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.89 | $32.27 | $43.02 | $43.02 | $53.78 | $43.02 |
| Apprentice 2nd year | $30.24 | $36.29 | $48.38 | $48.38 | $60.48 | $48.38 |
| Apprentice 3rd year | $31.93 | $38.31 | $51.08 | $51.08 | $63.85 | $51.08 |

### Adult Apprentice - 3 years - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $752.72 | $21.51 | $32.27 | $43.02 | $43.02 | $24.74 |
| Apprentice 2nd year | $853.00 | $24.37 | $36.56 | $48.74 | $48.74 | $28.03 |
| Apprentice 3rd year | $893.86 | $25.54 | $38.31 | $51.08 | $51.08 | $29.37 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.89 | $32.27 | $43.02 | $43.02 | $53.78 | $43.02 |
| Apprentice 2nd year | $30.46 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |
| Apprentice 3rd year | $31.93 | $38.31 | $51.08 | $51.08 | $63.85 | $51.08 |

### Adult Apprentice - 4 years - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $423.41 | $12.10 | $18.15 | $24.20 | $24.20 | $13.92 |
| Apprentice 2nd year | $517.50 | $14.79 | $22.19 | $29.58 | $29.58 | $17.01 |
| Apprentice 3rd year | $705.68 | $20.16 | $30.24 | $40.32 | $40.32 | $23.18 |
| Apprentice 4th year | $827.99 | $23.66 | $35.49 | $47.32 | $47.32 | $27.21 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $15.13 | $18.15 | $24.20 | $24.20 | $30.25 | $24.20 |
| Apprentice 2nd year | $18.49 | $22.19 | $29.58 | $29.58 | $36.98 | $29.58 |
| Apprentice 3rd year | $25.20 | $30.24 | $40.32 | $40.32 | $50.40 | $40.32 |
| Apprentice 4th year | $29.58 | $35.49 | $47.32 | $47.32 | $59.15 | $47.32 |

### Adult Apprentice - 4 years - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 4 hours** | **Saturday - after 4 hours** | **Sunday** | **Afternoon or night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $752.72 | $21.51 | $32.27 | $43.02 | $43.02 | $24.74 |
| Apprentice 2nd year | $853.00 | $24.37 | $36.56 | $48.74 | $48.74 | $28.03 |
| Apprentice 3rd year | $853.00 | $24.37 | $36.56 | $48.74 | $48.74 | $28.03 |
| Apprentice 4th year | $853.00 | $24.37 | $36.56 | $48.74 | $48.74 | $28.03 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.89 | $32.27 | $43.02 | $43.02 | $53.78 | $43.02 |
| Apprentice 2nd year | $30.46 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |
| Apprentice 3rd year | $30.46 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |
| Apprentice 4th year | $30.46 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance | $0.20 per hour |
| Licence reimbursement | reimbursement for the cost of the licence |
| Meal allowance - overtime | $15.59 per meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing special clothing and equipment |
| Tradesperson tool allowance | $0.48 per hour |