# Pay Guide - Mining Industry Award

# [MA000011]

Published 14 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

The rates below include industry disability allowance.

If the licence allowance - electricians and/or broken shift allowance - cooks and cooks assistants on drilling, prospecting & exploration apply, the rates below should not be used, and should be calculated using [PACT](https://calculate.fairwork.gov.au/).

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

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $875.71 | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 |
| Mining industry services employees, Level 1 - basic | $915.31 | $24.09 | $36.14 | $48.18 | $48.18 | $48.18 |
| Mining industry services employees, Level 2 - intermediate | $947.91 | $24.95 | $37.43 | $49.90 | $49.90 | $49.90 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $875.71 | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $915.31 | $24.09 | $36.14 | $48.18 | $48.18 | $48.18 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $947.91 | $24.95 | $37.43 | $49.90 | $49.90 | $49.90 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $975.71 | $25.68 | $38.52 | $51.36 | $51.36 | $51.36 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $1,038.61 | $27.34 | $41.01 | $54.68 | $54.68 | $54.68 |
| Mining industry processing employees, Entry level - introductory | $875.71 | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 |
| Mining industry processing employees, Level 1 - basic | $915.31 | $24.09 | $36.14 | $48.18 | $48.18 | $48.18 |
| Mining industry processing employees, Level 2 - intermediate | $947.91 | $24.95 | $37.43 | $49.90 | $49.90 | $49.90 |
| Mining industry processing employees, Level 3 - competent | $975.71 | $25.68 | $38.52 | $51.36 | $51.36 | $51.36 |
| Mining industry processing employees, Level 4 - advanced | $1,038.61 | $27.34 | $41.01 | $54.68 | $54.68 | $54.68 |
| Mining industry underground mine employees, Entry level - introductory | $875.71 | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 |
| Mining industry underground mine employees, Level 1 - basic | $915.31 | $24.09 | $36.14 | $48.18 | $48.18 | $48.18 |
| Mining industry underground mine employees, Level 2 - intermediate | $947.91 | $24.95 | $37.43 | $49.90 | $49.90 | $49.90 |
| Mining industry underground mine employees, Level 3 - competent | $975.71 | $25.68 | $38.52 | $51.36 | $51.36 | $51.36 |
| Mining industry underground mine employees, Level 4 - advanced | $1,038.61 | $27.34 | $41.01 | $54.68 | $54.68 | $54.68 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $1,103.91 | $29.05 | $43.58 | $58.10 | $58.10 | $58.10 |
| Mining industry maintenance trades employees, Level 3 - competent | $975.71 | $25.68 | $38.52 | $51.36 | $51.36 | $51.36 |
| Mining industry maintenance trades employees, Level 4 - advanced | $1,038.61 | $27.34 | $41.01 | $54.68 | $54.68 | $54.68 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $1,103.91 | $29.05 | $43.58 | $58.10 | $58.10 | $58.10 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $1,156.31 | $30.43 | $45.65 | $60.86 | $60.86 | $60.86 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $1,201.81 | $31.63 | $47.45 | $63.26 | $63.26 | $63.26 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $57.63 | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 |
| Mining industry services employees, Level 1 - basic | $60.23 | $27.70 | $27.70 | $31.32 | $36.14 | $48.18 |
| Mining industry services employees, Level 2 - intermediate | $62.38 | $28.69 | $28.69 | $32.44 | $37.43 | $49.90 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $57.63 | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $60.23 | $27.70 | $27.70 | $31.32 | $36.14 | $48.18 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $62.38 | $28.69 | $28.69 | $32.44 | $37.43 | $49.90 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $64.20 | $29.53 | $29.53 | $33.38 | $38.52 | $51.36 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $68.35 | $31.44 | $31.44 | $35.54 | $41.01 | $54.68 |
| Mining industry processing employees, Entry level - introductory | $57.63 | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 |
| Mining industry processing employees, Level 1 - basic | $60.23 | $27.70 | $27.70 | $31.32 | $36.14 | $48.18 |
| Mining industry processing employees, Level 2 - intermediate | $62.38 | $28.69 | $28.69 | $32.44 | $37.43 | $49.90 |
| Mining industry processing employees, Level 3 - competent | $64.20 | $29.53 | $29.53 | $33.38 | $38.52 | $51.36 |
| Mining industry processing employees, Level 4 - advanced | $68.35 | $31.44 | $31.44 | $35.54 | $41.01 | $54.68 |
| Mining industry underground mine employees, Entry level - introductory | $57.63 | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 |
| Mining industry underground mine employees, Level 1 - basic | $60.23 | $27.70 | $27.70 | $31.32 | $36.14 | $48.18 |
| Mining industry underground mine employees, Level 2 - intermediate | $62.38 | $28.69 | $28.69 | $32.44 | $37.43 | $49.90 |
| Mining industry underground mine employees, Level 3 - competent | $64.20 | $29.53 | $29.53 | $33.38 | $38.52 | $51.36 |
| Mining industry underground mine employees, Level 4 - advanced | $68.35 | $31.44 | $31.44 | $35.54 | $41.01 | $54.68 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $72.63 | $33.41 | $33.41 | $37.77 | $43.58 | $58.10 |
| Mining industry maintenance trades employees, Level 3 - competent | $64.20 | $29.53 | $29.53 | $33.38 | $38.52 | $51.36 |
| Mining industry maintenance trades employees, Level 4 - advanced | $68.35 | $31.44 | $31.44 | $35.54 | $41.01 | $54.68 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $72.63 | $33.41 | $33.41 | $37.77 | $43.58 | $58.10 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $76.08 | $34.99 | $34.99 | $39.56 | $45.65 | $60.86 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $79.08 | $36.37 | $36.37 | $41.12 | $47.45 | $63.26 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Mining industry services employees, Level 1 - basic | $36.14 | $48.18 | $48.18 | $48.18 | $60.23 | $48.18 |
| Mining industry services employees, Level 2 - intermediate | $37.43 | $49.90 | $49.90 | $49.90 | $62.38 | $49.90 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $36.14 | $48.18 | $48.18 | $48.18 | $60.23 | $48.18 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $37.43 | $49.90 | $49.90 | $49.90 | $62.38 | $49.90 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $38.52 | $51.36 | $51.36 | $51.36 | $64.20 | $51.36 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $41.01 | $54.68 | $54.68 | $54.68 | $68.35 | $54.68 |
| Mining industry processing employees, Entry level - introductory | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Mining industry processing employees, Level 1 - basic | $36.14 | $48.18 | $48.18 | $48.18 | $60.23 | $48.18 |
| Mining industry processing employees, Level 2 - intermediate | $37.43 | $49.90 | $49.90 | $49.90 | $62.38 | $49.90 |
| Mining industry processing employees, Level 3 - competent | $38.52 | $51.36 | $51.36 | $51.36 | $64.20 | $51.36 |
| Mining industry processing employees, Level 4 - advanced | $41.01 | $54.68 | $54.68 | $54.68 | $68.35 | $54.68 |
| Mining industry underground mine employees, Entry level - introductory | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Mining industry underground mine employees, Level 1 - basic | $36.14 | $48.18 | $48.18 | $48.18 | $60.23 | $48.18 |
| Mining industry underground mine employees, Level 2 - intermediate | $37.43 | $49.90 | $49.90 | $49.90 | $62.38 | $49.90 |
| Mining industry underground mine employees, Level 3 - competent | $38.52 | $51.36 | $51.36 | $51.36 | $64.20 | $51.36 |
| Mining industry underground mine employees, Level 4 - advanced | $41.01 | $54.68 | $54.68 | $54.68 | $68.35 | $54.68 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $43.58 | $58.10 | $58.10 | $58.10 | $72.63 | $58.10 |
| Mining industry maintenance trades employees, Level 3 - competent | $38.52 | $51.36 | $51.36 | $51.36 | $64.20 | $51.36 |
| Mining industry maintenance trades employees, Level 4 - advanced | $41.01 | $54.68 | $54.68 | $54.68 | $68.35 | $54.68 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $43.58 | $58.10 | $58.10 | $58.10 | $72.63 | $58.10 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $45.65 | $60.86 | $60.86 | $60.86 | $76.08 | $60.86 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $47.45 | $63.26 | $63.26 | $63.26 | $79.08 | $63.26 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $28.81 | $43.22 | $57.62 | $57.62 | $57.62 | $72.03 |
| Mining industry services employees, Level 1 - basic | $30.11 | $45.17 | $60.22 | $60.22 | $60.22 | $75.28 |
| Mining industry services employees, Level 2 - intermediate | $31.19 | $46.79 | $62.38 | $62.38 | $62.38 | $77.98 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $28.81 | $43.22 | $57.62 | $57.62 | $57.62 | $72.03 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $30.11 | $45.17 | $60.22 | $60.22 | $60.22 | $75.28 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $31.19 | $46.79 | $62.38 | $62.38 | $62.38 | $77.98 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $32.10 | $48.15 | $64.20 | $64.20 | $64.20 | $80.25 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $34.18 | $51.27 | $68.36 | $68.36 | $68.36 | $85.45 |
| Mining industry processing employees, Entry level - introductory | $28.81 | $43.22 | $57.62 | $57.62 | $57.62 | $72.03 |
| Mining industry processing employees, Level 1 - basic | $30.11 | $45.17 | $60.22 | $60.22 | $60.22 | $75.28 |
| Mining industry processing employees, Level 2 - intermediate | $31.19 | $46.79 | $62.38 | $62.38 | $62.38 | $77.98 |
| Mining industry processing employees, Level 3 - competent | $32.10 | $48.15 | $64.20 | $64.20 | $64.20 | $80.25 |
| Mining industry processing employees, Level 4 - advanced | $34.18 | $51.27 | $68.36 | $68.36 | $68.36 | $85.45 |
| Mining industry underground mine employees, Entry level - introductory | $28.81 | $43.22 | $57.62 | $57.62 | $57.62 | $72.03 |
| Mining industry underground mine employees, Level 1 - basic | $30.11 | $45.17 | $60.22 | $60.22 | $60.22 | $75.28 |
| Mining industry underground mine employees, Level 2 - intermediate | $31.19 | $46.79 | $62.38 | $62.38 | $62.38 | $77.98 |
| Mining industry underground mine employees, Level 3 - competent | $32.10 | $48.15 | $64.20 | $64.20 | $64.20 | $80.25 |
| Mining industry underground mine employees, Level 4 - advanced | $34.18 | $51.27 | $68.36 | $68.36 | $68.36 | $85.45 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $36.31 | $54.47 | $72.62 | $72.62 | $72.62 | $90.78 |
| Mining industry maintenance trades employees, Level 3 - competent | $32.10 | $48.15 | $64.20 | $64.20 | $64.20 | $80.25 |
| Mining industry maintenance trades employees, Level 4 - advanced | $34.18 | $51.27 | $68.36 | $68.36 | $68.36 | $85.45 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $36.31 | $54.47 | $72.62 | $72.62 | $72.62 | $90.78 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $38.04 | $57.06 | $76.08 | $76.08 | $76.08 | $95.10 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $39.54 | $59.31 | $79.08 | $79.08 | $79.08 | $98.85 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $33.13 | $33.13 | $37.45 | $43.22 | $57.62 | $43.22 |
| Mining industry services employees, Level 1 - basic | $34.63 | $34.63 | $39.14 | $45.17 | $60.22 | $45.17 |
| Mining industry services employees, Level 2 - intermediate | $35.87 | $35.87 | $40.55 | $46.79 | $62.38 | $46.79 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $33.13 | $33.13 | $37.45 | $43.22 | $57.62 | $43.22 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $34.63 | $34.63 | $39.14 | $45.17 | $60.22 | $45.17 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $35.87 | $35.87 | $40.55 | $46.79 | $62.38 | $46.79 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $36.92 | $36.92 | $41.73 | $48.15 | $64.20 | $48.15 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $39.31 | $39.31 | $44.43 | $51.27 | $68.36 | $51.27 |
| Mining industry processing employees, Entry level - introductory | $33.13 | $33.13 | $37.45 | $43.22 | $57.62 | $43.22 |
| Mining industry processing employees, Level 1 - basic | $34.63 | $34.63 | $39.14 | $45.17 | $60.22 | $45.17 |
| Mining industry processing employees, Level 2 - intermediate | $35.87 | $35.87 | $40.55 | $46.79 | $62.38 | $46.79 |
| Mining industry processing employees, Level 3 - competent | $36.92 | $36.92 | $41.73 | $48.15 | $64.20 | $48.15 |
| Mining industry processing employees, Level 4 - advanced | $39.31 | $39.31 | $44.43 | $51.27 | $68.36 | $51.27 |
| Mining industry underground mine employees, Entry level - introductory | $33.13 | $33.13 | $37.45 | $43.22 | $57.62 | $43.22 |
| Mining industry underground mine employees, Level 1 - basic | $34.63 | $34.63 | $39.14 | $45.17 | $60.22 | $45.17 |
| Mining industry underground mine employees, Level 2 - intermediate | $35.87 | $35.87 | $40.55 | $46.79 | $62.38 | $46.79 |
| Mining industry underground mine employees, Level 3 - competent | $36.92 | $36.92 | $41.73 | $48.15 | $64.20 | $48.15 |
| Mining industry underground mine employees, Level 4 - advanced | $39.31 | $39.31 | $44.43 | $51.27 | $68.36 | $51.27 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $41.76 | $41.76 | $47.20 | $54.47 | $72.62 | $54.47 |
| Mining industry maintenance trades employees, Level 3 - competent | $36.92 | $36.92 | $41.73 | $48.15 | $64.20 | $48.15 |
| Mining industry maintenance trades employees, Level 4 - advanced | $39.31 | $39.31 | $44.43 | $51.27 | $68.36 | $51.27 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $41.76 | $41.76 | $47.20 | $54.47 | $72.62 | $54.47 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $43.75 | $43.75 | $49.45 | $57.06 | $76.08 | $57.06 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $45.47 | $45.47 | $51.40 | $59.31 | $79.08 | $59.31 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $57.62 | $57.62 | $57.62 | $72.03 | $57.62 |
| Mining industry services employees, Level 1 - basic | $60.22 | $60.22 | $60.22 | $75.28 | $60.22 |
| Mining industry services employees, Level 2 - intermediate | $62.38 | $62.38 | $62.38 | $77.98 | $62.38 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $57.62 | $57.62 | $57.62 | $72.03 | $57.62 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $60.22 | $60.22 | $60.22 | $75.28 | $60.22 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $62.38 | $62.38 | $62.38 | $77.98 | $62.38 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $64.20 | $64.20 | $64.20 | $80.25 | $64.20 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $68.36 | $68.36 | $68.36 | $85.45 | $68.36 |
| Mining industry processing employees, Entry level - introductory | $57.62 | $57.62 | $57.62 | $72.03 | $57.62 |
| Mining industry processing employees, Level 1 - basic | $60.22 | $60.22 | $60.22 | $75.28 | $60.22 |
| Mining industry processing employees, Level 2 - intermediate | $62.38 | $62.38 | $62.38 | $77.98 | $62.38 |
| Mining industry processing employees, Level 3 - competent | $64.20 | $64.20 | $64.20 | $80.25 | $64.20 |
| Mining industry processing employees, Level 4 - advanced | $68.36 | $68.36 | $68.36 | $85.45 | $68.36 |
| Mining industry underground mine employees, Entry level - introductory | $57.62 | $57.62 | $57.62 | $72.03 | $57.62 |
| Mining industry underground mine employees, Level 1 - basic | $60.22 | $60.22 | $60.22 | $75.28 | $60.22 |
| Mining industry underground mine employees, Level 2 - intermediate | $62.38 | $62.38 | $62.38 | $77.98 | $62.38 |
| Mining industry underground mine employees, Level 3 - competent | $64.20 | $64.20 | $64.20 | $80.25 | $64.20 |
| Mining industry underground mine employees, Level 4 - advanced | $68.36 | $68.36 | $68.36 | $85.45 | $68.36 |
| Mining industry underground mine employees, Level 5 - advanced specialist | $72.62 | $72.62 | $72.62 | $90.78 | $72.62 |
| Mining industry maintenance trades employees, Level 3 - competent | $64.20 | $64.20 | $64.20 | $80.25 | $64.20 |
| Mining industry maintenance trades employees, Level 4 - advanced | $68.36 | $68.36 | $68.36 | $85.45 | $68.36 |
| Mining industry maintenance trades employees, Level 5 - advanced specialist | $72.62 | $72.62 | $72.62 | $90.78 | $72.62 |
| Mining industry maintenance trades employees, Level 6 - dual trade | $76.08 | $76.08 | $76.08 | $95.10 | $76.08 |
| Mining industry maintenance trades employees, Level 7 - dual trade instrument technician | $79.08 | $79.08 | $79.08 | $98.85 | $79.08 |

### Junior - Full-time & part-time - 16 years or under

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $665.49 | $17.52 | $26.28 | $35.04 | $35.04 | $35.04 |
| Mining industry services employees, Level 1 - basic | $695.19 | $18.30 | $27.45 | $36.60 | $36.60 | $36.60 |
| Mining industry services employees, Level 2 - intermediate | $719.64 | $18.94 | $28.41 | $37.88 | $37.88 | $37.88 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $665.49 | $17.52 | $26.28 | $35.04 | $35.04 | $35.04 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $695.19 | $18.30 | $27.45 | $36.60 | $36.60 | $36.60 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $719.64 | $18.94 | $28.41 | $37.88 | $37.88 | $37.88 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $740.49 | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $787.66 | $20.73 | $31.10 | $41.46 | $41.46 | $41.46 |
| Mining industry processing employees, Entry level - introductory | $665.49 | $17.52 | $26.28 | $35.04 | $35.04 | $35.04 |
| Mining industry processing employees, Level 1 - basic | $695.19 | $18.30 | $27.45 | $36.60 | $36.60 | $36.60 |
| Mining industry processing employees, Level 2 - intermediate | $719.64 | $18.94 | $28.41 | $37.88 | $37.88 | $37.88 |
| Mining industry processing employees, Level 3 - competent | $740.49 | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 |
| Mining industry processing employees, Level 4 - advanced | $787.66 | $20.73 | $31.10 | $41.46 | $41.46 | $41.46 |
| Mining industry underground mine employees, Entry level - introductory | $665.49 | $17.52 | $26.28 | $35.04 | $35.04 | $35.04 |
| Mining industry underground mine employees, Level 1 - basic | $695.19 | $18.30 | $27.45 | $36.60 | $36.60 | $36.60 |
| Mining industry underground mine employees, Level 2 - intermediate | $719.64 | $18.94 | $28.41 | $37.88 | $37.88 | $37.88 |
| Mining industry underground mine employees, Level 3 - competent | $740.49 | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 |
| Mining industry underground mine employees, Level 4 - advanced | $787.66 | $20.73 | $31.10 | $41.46 | $41.46 | $41.46 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $43.80 | $20.15 | $20.15 | $22.78 | $26.28 | $35.04 |
| Mining industry services employees, Level 1 - basic | $45.75 | $21.05 | $21.05 | $23.79 | $27.45 | $36.60 |
| Mining industry services employees, Level 2 - intermediate | $47.35 | $21.78 | $21.78 | $24.62 | $28.41 | $37.88 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $43.80 | $20.15 | $20.15 | $22.78 | $26.28 | $35.04 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $45.75 | $21.05 | $21.05 | $23.79 | $27.45 | $36.60 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $47.35 | $21.78 | $21.78 | $24.62 | $28.41 | $37.88 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $48.73 | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $51.83 | $23.84 | $23.84 | $26.95 | $31.10 | $41.46 |
| Mining industry processing employees, Entry level - introductory | $43.80 | $20.15 | $20.15 | $22.78 | $26.28 | $35.04 |
| Mining industry processing employees, Level 1 - basic | $45.75 | $21.05 | $21.05 | $23.79 | $27.45 | $36.60 |
| Mining industry processing employees, Level 2 - intermediate | $47.35 | $21.78 | $21.78 | $24.62 | $28.41 | $37.88 |
| Mining industry processing employees, Level 3 - competent | $48.73 | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 |
| Mining industry processing employees, Level 4 - advanced | $51.83 | $23.84 | $23.84 | $26.95 | $31.10 | $41.46 |
| Mining industry underground mine employees, Entry level - introductory | $43.80 | $20.15 | $20.15 | $22.78 | $26.28 | $35.04 |
| Mining industry underground mine employees, Level 1 - basic | $45.75 | $21.05 | $21.05 | $23.79 | $27.45 | $36.60 |
| Mining industry underground mine employees, Level 2 - intermediate | $47.35 | $21.78 | $21.78 | $24.62 | $28.41 | $37.88 |
| Mining industry underground mine employees, Level 3 - competent | $48.73 | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 |
| Mining industry underground mine employees, Level 4 - advanced | $51.83 | $23.84 | $23.84 | $26.95 | $31.10 | $41.46 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $26.28 | $35.04 | $35.04 | $35.04 | $43.80 | $35.04 |
| Mining industry services employees, Level 1 - basic | $27.45 | $36.60 | $36.60 | $36.60 | $45.75 | $36.60 |
| Mining industry services employees, Level 2 - intermediate | $28.41 | $37.88 | $37.88 | $37.88 | $47.35 | $37.88 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $26.28 | $35.04 | $35.04 | $35.04 | $43.80 | $35.04 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $27.45 | $36.60 | $36.60 | $36.60 | $45.75 | $36.60 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $28.41 | $37.88 | $37.88 | $37.88 | $47.35 | $37.88 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $31.10 | $41.46 | $41.46 | $41.46 | $51.83 | $41.46 |
| Mining industry processing employees, Entry level - introductory | $26.28 | $35.04 | $35.04 | $35.04 | $43.80 | $35.04 |
| Mining industry processing employees, Level 1 - basic | $27.45 | $36.60 | $36.60 | $36.60 | $45.75 | $36.60 |
| Mining industry processing employees, Level 2 - intermediate | $28.41 | $37.88 | $37.88 | $37.88 | $47.35 | $37.88 |
| Mining industry processing employees, Level 3 - competent | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Mining industry processing employees, Level 4 - advanced | $31.10 | $41.46 | $41.46 | $41.46 | $51.83 | $41.46 |
| Mining industry underground mine employees, Entry level - introductory | $26.28 | $35.04 | $35.04 | $35.04 | $43.80 | $35.04 |
| Mining industry underground mine employees, Level 1 - basic | $27.45 | $36.60 | $36.60 | $36.60 | $45.75 | $36.60 |
| Mining industry underground mine employees, Level 2 - intermediate | $28.41 | $37.88 | $37.88 | $37.88 | $47.35 | $37.88 |
| Mining industry underground mine employees, Level 3 - competent | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Mining industry underground mine employees, Level 4 - advanced | $31.10 | $41.46 | $41.46 | $41.46 | $51.83 | $41.46 |

### Junior - Full-time & part-time - 17 years

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $749.58 | $19.73 | $29.60 | $39.46 | $39.46 | $39.46 |
| Mining industry services employees, Level 1 - basic | $783.24 | $20.62 | $30.93 | $41.24 | $41.24 | $41.24 |
| Mining industry services employees, Level 2 - intermediate | $810.95 | $21.34 | $32.01 | $42.68 | $42.68 | $42.68 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $749.58 | $19.73 | $29.60 | $39.46 | $39.46 | $39.46 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $783.24 | $20.62 | $30.93 | $41.24 | $41.24 | $41.24 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $810.95 | $21.34 | $32.01 | $42.68 | $42.68 | $42.68 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $834.58 | $21.97 | $32.96 | $43.94 | $43.94 | $43.94 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $888.04 | $23.37 | $35.06 | $46.74 | $46.74 | $46.74 |
| Mining industry processing employees, Entry level - introductory | $749.58 | $19.73 | $29.60 | $39.46 | $39.46 | $39.46 |
| Mining industry processing employees, Level 1 - basic | $783.24 | $20.62 | $30.93 | $41.24 | $41.24 | $41.24 |
| Mining industry processing employees, Level 2 - intermediate | $810.95 | $21.34 | $32.01 | $42.68 | $42.68 | $42.68 |
| Mining industry processing employees, Level 3 - competent | $834.58 | $21.97 | $32.96 | $43.94 | $43.94 | $43.94 |
| Mining industry processing employees, Level 4 - advanced | $888.04 | $23.37 | $35.06 | $46.74 | $46.74 | $46.74 |
| Mining industry underground mine employees, Entry level - introductory | $749.58 | $19.73 | $29.60 | $39.46 | $39.46 | $39.46 |
| Mining industry underground mine employees, Level 1 - basic | $783.24 | $20.62 | $30.93 | $41.24 | $41.24 | $41.24 |
| Mining industry underground mine employees, Level 2 - intermediate | $810.95 | $21.34 | $32.01 | $42.68 | $42.68 | $42.68 |
| Mining industry underground mine employees, Level 3 - competent | $834.58 | $21.97 | $32.96 | $43.94 | $43.94 | $43.94 |
| Mining industry underground mine employees, Level 4 - advanced | $888.04 | $23.37 | $35.06 | $46.74 | $46.74 | $46.74 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $49.33 | $22.69 | $22.69 | $25.65 | $29.60 | $39.46 |
| Mining industry services employees, Level 1 - basic | $51.55 | $23.71 | $23.71 | $26.81 | $30.93 | $41.24 |
| Mining industry services employees, Level 2 - intermediate | $53.35 | $24.54 | $24.54 | $27.74 | $32.01 | $42.68 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $49.33 | $22.69 | $22.69 | $25.65 | $29.60 | $39.46 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $51.55 | $23.71 | $23.71 | $26.81 | $30.93 | $41.24 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $53.35 | $24.54 | $24.54 | $27.74 | $32.01 | $42.68 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $58.43 | $26.88 | $26.88 | $30.38 | $35.06 | $46.74 |
| Mining industry processing employees, Entry level - introductory | $49.33 | $22.69 | $22.69 | $25.65 | $29.60 | $39.46 |
| Mining industry processing employees, Level 1 - basic | $51.55 | $23.71 | $23.71 | $26.81 | $30.93 | $41.24 |
| Mining industry processing employees, Level 2 - intermediate | $53.35 | $24.54 | $24.54 | $27.74 | $32.01 | $42.68 |
| Mining industry processing employees, Level 3 - competent | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Mining industry processing employees, Level 4 - advanced | $58.43 | $26.88 | $26.88 | $30.38 | $35.06 | $46.74 |
| Mining industry underground mine employees, Entry level - introductory | $49.33 | $22.69 | $22.69 | $25.65 | $29.60 | $39.46 |
| Mining industry underground mine employees, Level 1 - basic | $51.55 | $23.71 | $23.71 | $26.81 | $30.93 | $41.24 |
| Mining industry underground mine employees, Level 2 - intermediate | $53.35 | $24.54 | $24.54 | $27.74 | $32.01 | $42.68 |
| Mining industry underground mine employees, Level 3 - competent | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Mining industry underground mine employees, Level 4 - advanced | $58.43 | $26.88 | $26.88 | $30.38 | $35.06 | $46.74 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $29.60 | $39.46 | $39.46 | $39.46 | $49.33 | $39.46 |
| Mining industry services employees, Level 1 - basic | $30.93 | $41.24 | $41.24 | $41.24 | $51.55 | $41.24 |
| Mining industry services employees, Level 2 - intermediate | $32.01 | $42.68 | $42.68 | $42.68 | $53.35 | $42.68 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $29.60 | $39.46 | $39.46 | $39.46 | $49.33 | $39.46 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $30.93 | $41.24 | $41.24 | $41.24 | $51.55 | $41.24 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $32.01 | $42.68 | $42.68 | $42.68 | $53.35 | $42.68 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $32.96 | $43.94 | $43.94 | $43.94 | $54.93 | $43.94 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $35.06 | $46.74 | $46.74 | $46.74 | $58.43 | $46.74 |
| Mining industry processing employees, Entry level - introductory | $29.60 | $39.46 | $39.46 | $39.46 | $49.33 | $39.46 |
| Mining industry processing employees, Level 1 - basic | $30.93 | $41.24 | $41.24 | $41.24 | $51.55 | $41.24 |
| Mining industry processing employees, Level 2 - intermediate | $32.01 | $42.68 | $42.68 | $42.68 | $53.35 | $42.68 |
| Mining industry processing employees, Level 3 - competent | $32.96 | $43.94 | $43.94 | $43.94 | $54.93 | $43.94 |
| Mining industry processing employees, Level 4 - advanced | $35.06 | $46.74 | $46.74 | $46.74 | $58.43 | $46.74 |
| Mining industry underground mine employees, Entry level - introductory | $29.60 | $39.46 | $39.46 | $39.46 | $49.33 | $39.46 |
| Mining industry underground mine employees, Level 1 - basic | $30.93 | $41.24 | $41.24 | $41.24 | $51.55 | $41.24 |
| Mining industry underground mine employees, Level 2 - intermediate | $32.01 | $42.68 | $42.68 | $42.68 | $53.35 | $42.68 |
| Mining industry underground mine employees, Level 3 - competent | $32.96 | $43.94 | $43.94 | $43.94 | $54.93 | $43.94 |
| Mining industry underground mine employees, Level 4 - advanced | $35.06 | $46.74 | $46.74 | $46.74 | $58.43 | $46.74 |

### Junior - Casual - 16 years or under

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $21.90 | $32.85 | $43.80 | $43.80 | $43.80 | $54.75 |
| Mining industry services employees, Level 1 - basic | $22.88 | $34.32 | $45.76 | $45.76 | $45.76 | $57.20 |
| Mining industry services employees, Level 2 - intermediate | $23.68 | $35.52 | $47.36 | $47.36 | $47.36 | $59.20 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $21.90 | $32.85 | $43.80 | $43.80 | $43.80 | $54.75 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $22.88 | $34.32 | $45.76 | $45.76 | $45.76 | $57.20 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $23.68 | $35.52 | $47.36 | $47.36 | $47.36 | $59.20 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $24.36 | $36.54 | $48.72 | $48.72 | $48.72 | $60.90 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $25.91 | $38.87 | $51.82 | $51.82 | $51.82 | $64.78 |
| Mining industry processing employees, Entry level - introductory | $21.90 | $32.85 | $43.80 | $43.80 | $43.80 | $54.75 |
| Mining industry processing employees, Level 1 - basic | $22.88 | $34.32 | $45.76 | $45.76 | $45.76 | $57.20 |
| Mining industry processing employees, Level 2 - intermediate | $23.68 | $35.52 | $47.36 | $47.36 | $47.36 | $59.20 |
| Mining industry processing employees, Level 3 - competent | $24.36 | $36.54 | $48.72 | $48.72 | $48.72 | $60.90 |
| Mining industry processing employees, Level 4 - advanced | $25.91 | $38.87 | $51.82 | $51.82 | $51.82 | $64.78 |
| Mining industry underground mine employees, Entry level - introductory | $21.90 | $32.85 | $43.80 | $43.80 | $43.80 | $54.75 |
| Mining industry underground mine employees, Level 1 - basic | $22.88 | $34.32 | $45.76 | $45.76 | $45.76 | $57.20 |
| Mining industry underground mine employees, Level 2 - intermediate | $23.68 | $35.52 | $47.36 | $47.36 | $47.36 | $59.20 |
| Mining industry underground mine employees, Level 3 - competent | $24.36 | $36.54 | $48.72 | $48.72 | $48.72 | $60.90 |
| Mining industry underground mine employees, Level 4 - advanced | $25.91 | $38.87 | $51.82 | $51.82 | $51.82 | $64.78 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $25.19 | $25.19 | $28.47 | $32.85 | $43.80 | $32.85 |
| Mining industry services employees, Level 1 - basic | $26.31 | $26.31 | $29.74 | $34.32 | $45.76 | $34.32 |
| Mining industry services employees, Level 2 - intermediate | $27.23 | $27.23 | $30.78 | $35.52 | $47.36 | $35.52 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $25.19 | $25.19 | $28.47 | $32.85 | $43.80 | $32.85 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $26.31 | $26.31 | $29.74 | $34.32 | $45.76 | $34.32 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $27.23 | $27.23 | $30.78 | $35.52 | $47.36 | $35.52 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $28.01 | $28.01 | $31.67 | $36.54 | $48.72 | $36.54 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $29.80 | $29.80 | $33.68 | $38.87 | $51.82 | $38.87 |
| Mining industry processing employees, Entry level - introductory | $25.19 | $25.19 | $28.47 | $32.85 | $43.80 | $32.85 |
| Mining industry processing employees, Level 1 - basic | $26.31 | $26.31 | $29.74 | $34.32 | $45.76 | $34.32 |
| Mining industry processing employees, Level 2 - intermediate | $27.23 | $27.23 | $30.78 | $35.52 | $47.36 | $35.52 |
| Mining industry processing employees, Level 3 - competent | $28.01 | $28.01 | $31.67 | $36.54 | $48.72 | $36.54 |
| Mining industry processing employees, Level 4 - advanced | $29.80 | $29.80 | $33.68 | $38.87 | $51.82 | $38.87 |
| Mining industry underground mine employees, Entry level - introductory | $25.19 | $25.19 | $28.47 | $32.85 | $43.80 | $32.85 |
| Mining industry underground mine employees, Level 1 - basic | $26.31 | $26.31 | $29.74 | $34.32 | $45.76 | $34.32 |
| Mining industry underground mine employees, Level 2 - intermediate | $27.23 | $27.23 | $30.78 | $35.52 | $47.36 | $35.52 |
| Mining industry underground mine employees, Level 3 - competent | $28.01 | $28.01 | $31.67 | $36.54 | $48.72 | $36.54 |
| Mining industry underground mine employees, Level 4 - advanced | $29.80 | $29.80 | $33.68 | $38.87 | $51.82 | $38.87 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $43.80 | $43.80 | $43.80 | $54.75 | $43.80 |
| Mining industry services employees, Level 1 - basic | $45.76 | $45.76 | $45.76 | $57.20 | $45.76 |
| Mining industry services employees, Level 2 - intermediate | $47.36 | $47.36 | $47.36 | $59.20 | $47.36 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $43.80 | $43.80 | $43.80 | $54.75 | $43.80 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $45.76 | $45.76 | $45.76 | $57.20 | $45.76 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $47.36 | $47.36 | $47.36 | $59.20 | $47.36 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $48.72 | $48.72 | $48.72 | $60.90 | $48.72 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $51.82 | $51.82 | $51.82 | $64.78 | $51.82 |
| Mining industry processing employees, Entry level - introductory | $43.80 | $43.80 | $43.80 | $54.75 | $43.80 |
| Mining industry processing employees, Level 1 - basic | $45.76 | $45.76 | $45.76 | $57.20 | $45.76 |
| Mining industry processing employees, Level 2 - intermediate | $47.36 | $47.36 | $47.36 | $59.20 | $47.36 |
| Mining industry processing employees, Level 3 - competent | $48.72 | $48.72 | $48.72 | $60.90 | $48.72 |
| Mining industry processing employees, Level 4 - advanced | $51.82 | $51.82 | $51.82 | $64.78 | $51.82 |
| Mining industry underground mine employees, Entry level - introductory | $43.80 | $43.80 | $43.80 | $54.75 | $43.80 |
| Mining industry underground mine employees, Level 1 - basic | $45.76 | $45.76 | $45.76 | $57.20 | $45.76 |
| Mining industry underground mine employees, Level 2 - intermediate | $47.36 | $47.36 | $47.36 | $59.20 | $47.36 |
| Mining industry underground mine employees, Level 3 - competent | $48.72 | $48.72 | $48.72 | $60.90 | $48.72 |
| Mining industry underground mine employees, Level 4 - advanced | $51.82 | $51.82 | $51.82 | $64.78 | $51.82 |

### Junior - Casual - 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $24.66 | $36.99 | $49.32 | $49.32 | $49.32 | $61.65 |
| Mining industry services employees, Level 1 - basic | $25.78 | $38.67 | $51.56 | $51.56 | $51.56 | $64.45 |
| Mining industry services employees, Level 2 - intermediate | $26.68 | $40.02 | $53.36 | $53.36 | $53.36 | $66.70 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $24.66 | $36.99 | $49.32 | $49.32 | $49.32 | $61.65 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $25.78 | $38.67 | $51.56 | $51.56 | $51.56 | $64.45 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $26.68 | $40.02 | $53.36 | $53.36 | $53.36 | $66.70 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $27.46 | $41.19 | $54.92 | $54.92 | $54.92 | $68.65 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $29.21 | $43.82 | $58.42 | $58.42 | $58.42 | $73.03 |
| Mining industry processing employees, Entry level - introductory | $24.66 | $36.99 | $49.32 | $49.32 | $49.32 | $61.65 |
| Mining industry processing employees, Level 1 - basic | $25.78 | $38.67 | $51.56 | $51.56 | $51.56 | $64.45 |
| Mining industry processing employees, Level 2 - intermediate | $26.68 | $40.02 | $53.36 | $53.36 | $53.36 | $66.70 |
| Mining industry processing employees, Level 3 - competent | $27.46 | $41.19 | $54.92 | $54.92 | $54.92 | $68.65 |
| Mining industry processing employees, Level 4 - advanced | $29.21 | $43.82 | $58.42 | $58.42 | $58.42 | $73.03 |
| Mining industry underground mine employees, Entry level - introductory | $24.66 | $36.99 | $49.32 | $49.32 | $49.32 | $61.65 |
| Mining industry underground mine employees, Level 1 - basic | $25.78 | $38.67 | $51.56 | $51.56 | $51.56 | $64.45 |
| Mining industry underground mine employees, Level 2 - intermediate | $26.68 | $40.02 | $53.36 | $53.36 | $53.36 | $66.70 |
| Mining industry underground mine employees, Level 3 - competent | $27.46 | $41.19 | $54.92 | $54.92 | $54.92 | $68.65 |
| Mining industry underground mine employees, Level 4 - advanced | $29.21 | $43.82 | $58.42 | $58.42 | $58.42 | $73.03 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $28.36 | $28.36 | $32.06 | $36.99 | $49.32 | $36.99 |
| Mining industry services employees, Level 1 - basic | $29.65 | $29.65 | $33.51 | $38.67 | $51.56 | $38.67 |
| Mining industry services employees, Level 2 - intermediate | $30.68 | $30.68 | $34.68 | $40.02 | $53.36 | $40.02 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $28.36 | $28.36 | $32.06 | $36.99 | $49.32 | $36.99 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $29.65 | $29.65 | $33.51 | $38.67 | $51.56 | $38.67 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $30.68 | $30.68 | $34.68 | $40.02 | $53.36 | $40.02 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $31.58 | $31.58 | $35.70 | $41.19 | $54.92 | $41.19 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $33.59 | $33.59 | $37.97 | $43.82 | $58.42 | $43.82 |
| Mining industry processing employees, Entry level - introductory | $28.36 | $28.36 | $32.06 | $36.99 | $49.32 | $36.99 |
| Mining industry processing employees, Level 1 - basic | $29.65 | $29.65 | $33.51 | $38.67 | $51.56 | $38.67 |
| Mining industry processing employees, Level 2 - intermediate | $30.68 | $30.68 | $34.68 | $40.02 | $53.36 | $40.02 |
| Mining industry processing employees, Level 3 - competent | $31.58 | $31.58 | $35.70 | $41.19 | $54.92 | $41.19 |
| Mining industry processing employees, Level 4 - advanced | $33.59 | $33.59 | $37.97 | $43.82 | $58.42 | $43.82 |
| Mining industry underground mine employees, Entry level - introductory | $28.36 | $28.36 | $32.06 | $36.99 | $49.32 | $36.99 |
| Mining industry underground mine employees, Level 1 - basic | $29.65 | $29.65 | $33.51 | $38.67 | $51.56 | $38.67 |
| Mining industry underground mine employees, Level 2 - intermediate | $30.68 | $30.68 | $34.68 | $40.02 | $53.36 | $40.02 |
| Mining industry underground mine employees, Level 3 - competent | $31.58 | $31.58 | $35.70 | $41.19 | $54.92 | $41.19 |
| Mining industry underground mine employees, Level 4 - advanced | $33.59 | $33.59 | $37.97 | $43.82 | $58.42 | $43.82 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Mining industry services employees, Entry level - introductory | $49.32 | $49.32 | $49.32 | $61.65 | $49.32 |
| Mining industry services employees, Level 1 - basic | $51.56 | $51.56 | $51.56 | $64.45 | $51.56 |
| Mining industry services employees, Level 2 - intermediate | $53.36 | $53.36 | $53.36 | $66.70 | $53.36 |
| Mining industry surface mining and haulage employees, Entry level - introductory | $49.32 | $49.32 | $49.32 | $61.65 | $49.32 |
| Mining industry surface mining and haulage employees, Level 1 - basic | $51.56 | $51.56 | $51.56 | $64.45 | $51.56 |
| Mining industry surface mining and haulage employees, Level 2 - intermediate | $53.36 | $53.36 | $53.36 | $66.70 | $53.36 |
| Mining industry surface mining and haulage employees, Level 3 - competent | $54.92 | $54.92 | $54.92 | $68.65 | $54.92 |
| Mining industry surface mining and haulage employees, Level 4 - advanced | $58.42 | $58.42 | $58.42 | $73.03 | $58.42 |
| Mining industry processing employees, Entry level - introductory | $49.32 | $49.32 | $49.32 | $61.65 | $49.32 |
| Mining industry processing employees, Level 1 - basic | $51.56 | $51.56 | $51.56 | $64.45 | $51.56 |
| Mining industry processing employees, Level 2 - intermediate | $53.36 | $53.36 | $53.36 | $66.70 | $53.36 |
| Mining industry processing employees, Level 3 - competent | $54.92 | $54.92 | $54.92 | $68.65 | $54.92 |
| Mining industry processing employees, Level 4 - advanced | $58.42 | $58.42 | $58.42 | $73.03 | $58.42 |
| Mining industry underground mine employees, Entry level - introductory | $49.32 | $49.32 | $49.32 | $61.65 | $49.32 |
| Mining industry underground mine employees, Level 1 - basic | $51.56 | $51.56 | $51.56 | $64.45 | $51.56 |
| Mining industry underground mine employees, Level 2 - intermediate | $53.36 | $53.36 | $53.36 | $66.70 | $53.36 |
| Mining industry underground mine employees, Level 3 - competent | $54.92 | $54.92 | $54.92 | $68.65 | $54.92 |
| Mining industry underground mine employees, Level 4 - advanced | $58.42 | $58.42 | $58.42 | $73.03 | $58.42 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $458.22 | $12.06 | $18.09 | $24.12 | $24.12 | $24.12 |
| Apprentice - 2nd year | $552.31 | $14.54 | $21.81 | $29.08 | $29.08 | $29.08 |
| Apprentice - 3rd year | $740.49 | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 |
| Apprentice - 4th year | $862.80 | $22.71 | $34.07 | $45.42 | $45.42 | $45.42 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.15 | $13.87 | $13.87 | $15.68 | $18.09 | $24.12 |
| Apprentice - 2nd year | $36.35 | $16.72 | $16.72 | $18.90 | $21.81 | $29.08 |
| Apprentice - 3rd year | $48.73 | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 |
| Apprentice - 4th year | $56.78 | $26.12 | $26.12 | $29.52 | $34.07 | $45.42 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.09 | $24.12 | $24.12 | $24.12 | $30.15 | $24.12 |
| Apprentice - 2nd year | $21.81 | $29.08 | $29.08 | $29.08 | $36.35 | $29.08 |
| Apprentice - 3rd year | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Apprentice - 4th year | $34.07 | $45.42 | $45.42 | $45.42 | $56.78 | $45.42 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.30 | $19.95 | $26.60 | $26.60 | $26.60 | $33.25 |
| Apprentice - 2nd year | $15.78 | $23.67 | $31.56 | $31.56 | $31.56 | $39.45 |
| Apprentice - 3rd year | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 |
| Apprentice - 4th year | $22.71 | $34.07 | $45.42 | $45.42 | $45.42 | $56.78 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.30 | $15.30 | $17.29 | $19.95 | $26.60 | $19.95 |
| Apprentice - 2nd year | $18.15 | $18.15 | $20.51 | $23.67 | $31.56 | $23.67 |
| Apprentice - 3rd year | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 | $29.24 |
| Apprentice - 4th year | $26.12 | $26.12 | $29.52 | $34.07 | $45.42 | $34.07 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.60 | $26.60 | $26.60 | $33.25 | $26.60 |
| Apprentice - 2nd year | $31.56 | $31.56 | $31.56 | $39.45 | $31.56 |
| Apprentice - 3rd year | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Apprentice - 4th year | $45.42 | $45.42 | $45.42 | $56.78 | $45.42 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.54 | $21.81 | $29.08 | $29.08 | $29.08 | $36.35 |
| Apprentice - 2nd year | $17.01 | $25.52 | $34.02 | $34.02 | $34.02 | $42.53 |
| Apprentice - 3rd year | $19.49 | $29.24 | $38.98 | $38.98 | $38.98 | $48.73 |
| Apprentice - 4th year | $22.71 | $34.07 | $45.42 | $45.42 | $45.42 | $56.78 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.72 | $16.72 | $18.90 | $21.81 | $29.08 | $21.81 |
| Apprentice - 2nd year | $19.56 | $19.56 | $22.11 | $25.52 | $34.02 | $25.52 |
| Apprentice - 3rd year | $22.41 | $22.41 | $25.34 | $29.24 | $38.98 | $29.24 |
| Apprentice - 4th year | $26.12 | $26.12 | $29.52 | $34.07 | $45.42 | $34.07 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.08 | $29.08 | $29.08 | $36.35 | $29.08 |
| Apprentice - 2nd year | $34.02 | $34.02 | $34.02 | $42.53 | $34.02 |
| Apprentice - 3rd year | $38.98 | $38.98 | $38.98 | $48.73 | $38.98 |
| Apprentice - 4th year | $45.42 | $45.42 | $45.42 | $56.78 | $45.42 |

### Adult Apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - first 3 hours** | **Saturday - before 12 noon - after 3 hours** | **Saturday - after 12 noon** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.73 | $31.10 | $41.46 | $41.46 | $41.46 | $51.83 |
| Apprentice - 2nd year | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 |
| Apprentice - 3rd year | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 |
| Apprentice - 4th year | $23.05 | $34.58 | $46.10 | $46.10 | $46.10 | $57.63 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.84 | $23.84 | $26.95 | $31.10 | $41.46 | $31.10 |
| Apprentice - 2nd year | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 | $34.58 |
| Apprentice - 3rd year | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 | $34.58 |
| Apprentice - 4th year | $26.51 | $26.51 | $29.97 | $34.58 | $46.10 | $34.58 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers** | **Overtime - Saturday - after 12 noon - not continuous shiftworkers** | **Overtime - Sunday - not continuous shiftworkers** | **Overtime - public holiday - not continuous shiftworkers** | **Overtime - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $41.46 | $41.46 | $41.46 | $51.83 | $41.46 |
| Apprentice - 2nd year | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Apprentice - 3rd year | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |
| Apprentice - 4th year | $46.10 | $46.10 | $46.10 | $57.63 | $46.10 |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

| **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 |
| First aid allowance | $0.50 per hour up to a maximum of $18.82 per week |
| \* Industry allowance (already included in minimum hourly rate) | $0.92 per hour |
| Leading hand allowance | $1.09 per hour up to a maximum of $41.40 per week |
| Leading hand allowance | $1.39 per hour up to a maximum of $52.69 per week |
| Leading hand allowance | $1.86 per hour up to a maximum of $70.85 per week |
| \* Licence allowance - electricians | $1.13 per hour |
| Meal allowance - overtime | $17.96 at the completion of every 4 hours of overtime if work is to continue after 4 hours |
| Rail allowance - locomotive drivers | $6.64 per hour |
| Tool allowance | $0.44 per hour, up to a maximum of $16.72 per week |
| Underground allowance - not underground miners | $1.73 per hour |
| \* Broken shift allowance - cooks and cooks assistants - drilling, prospecting & exploration | $0.27 per hour |
| Remote camp allowance - drilling, prospecting & exploration - meals not provided | $31.90 per day |
| Remote camp allowance - drilling, prospecting & exploration - meals provided | $17.59 per day |
| Transfer of employment - transport reimbursement - drilling, prospecting & exploration | reimbursement for the cost of transport |
| Transfer of employment - travel time - drilling, prospecting & exploration | payment at the minimum hourly rate (including any relevant all purpose allowance) for time spent in travel. Maximum payment of 8 hours. |