



## Offer of Employment Letter

SECTION 1 – EMPLOYEE NAME						
Last Name:				First Name:		
SECTION 2 – OFFER OF EMPLOYMENT						
<p>Following receipt of your Expression of Interest for work assignments with SMS Group Services, and our recent discussions, we are pleased to make this offer of employment to you.</p> <p>Your terms and conditions of employment are in accordance with the SMS Group Services Enterprise Agreement (EA) and this letter. A copy of the Agreement and the Fair Work Information Statement are attached.</p> <p>Rates of pay are in accordance with the EA and subject to meeting the SMS criteria.</p> <p>Your individual level is determined by SMS with consideration to your experience, skills, qualifications, certification, competency and duties performed.</p> <p>Your category, classification, rate of pay and first work assignment is detailed in Sections 3 and 4.</p>						
SECTION 3 –DETAILS OF EMPLOYMENT						
You will be employed in the position of a casual				<enter position and Level>		
Point of Hire. You are employed to				<enter either Perth Metro OR Bunbury Metro>		
Your first work assignment location is				<enter assignment OR pending>		
The proposed commencement date of this assignment is				<enter Monday and date OR pending>		
<p>A site uplift allowance may be applicable to various work site locations. Please refer to the Rate Schedules below.</p> <p>All Uplifts are inclusive of the SMS Base Rate.</p>						
SECTION 4 - SMS CASUAL RATES 2018 (updated 21/01/2019) – Level <enter Level>						
WORK SITE LOCATION	Up to 38 hrs		Over 38 hrs		Over 50 hrs	
	Day	Night	Day	Night	Day	Night
<enter Perth OR Bunbury Metro>						
<enter Karara Mining Limited>						