

Pay Guide - Black Coal Mining Industry Award

[MA000001]

Published 25 February 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 10 October 2025.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

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](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [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](#) to receive alerts when pay rates and entitlements change in this pay guide.

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	\$1,040.70	\$29.73	\$44.60	\$59.46	\$59.46	\$89.19	\$59.46
Mineworker - Induction level 2	\$1,060.70	\$30.31	\$45.47	\$60.62	\$60.62	\$90.93	\$60.62
Mineworker - Training	\$1,060.70	\$30.31	\$45.47	\$60.62	\$60.62	\$90.93	\$60.62
Mineworker	\$1,133.90	\$32.40	\$48.60	\$64.80	\$64.80	\$97.20	\$64.80
Mineworker - Advanced	\$1,188.60	\$33.96	\$50.94	\$67.92	\$67.92	\$101.88	\$67.92
Mineworker - Specialised	\$1,310.80	\$37.45	\$56.18	\$74.90	\$74.90	\$112.35	\$74.90

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Mineworker - Induction level 1	\$44.60	\$59.46	\$44.60	\$59.46	\$59.46	\$34.19	\$34.19
Mineworker - Induction level 2	\$45.47	\$60.62	\$45.47	\$60.62	\$60.62	\$34.86	\$34.86
Mineworker - Training	\$45.47	\$60.62	\$45.47	\$60.62	\$60.62	\$34.86	\$34.86
Mineworker	\$48.60	\$64.80	\$48.60	\$64.80	\$64.80	\$37.26	\$37.26
Mineworker - Advanced	\$50.94	\$67.92	\$50.94	\$67.92	\$67.92	\$39.05	\$39.05
Mineworker - Specialised	\$56.18	\$74.90	\$56.18	\$74.90	\$74.90	\$43.07	\$43.07

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours	Sunday - afternoon shift or rotating night shift	Saturday - permanent night shift - first 4 hours
Mineworker - Induction level 1	\$34.19 per hour and an additional \$4.56 per shift	\$34.19 per hour and an additional \$9.02 per shift	\$37.16	\$51.28	\$68.38	\$68.38	\$55.74
Mineworker - Induction level 2	\$34.86 per hour and an additional \$4.56 per shift	\$34.86 per hour and an additional \$9.02 per shift	\$37.89	\$52.28	\$69.71	\$69.71	\$56.83
Mineworker - Training	\$34.86 per hour and an additional \$4.56 per shift	\$34.86 per hour and an additional \$9.02 per shift	\$37.89	\$52.28	\$69.71	\$69.71	\$56.83
Mineworker	\$37.26 per hour and an additional \$4.56 per shift	\$37.26 per hour and an additional \$9.02 per shift	\$40.50	\$55.89	\$74.52	\$74.52	\$60.75
Mineworker - Advanced	\$39.05 per hour and an additional \$4.56 per shift	\$39.05 per hour and an additional \$9.02 per shift	\$42.45	\$58.58	\$78.11	\$78.11	\$63.68
Mineworker - Specialised	\$43.07 per hour and an additional \$4.56 per shift	\$43.07 per hour and an additional \$9.02 per shift	\$46.81	\$64.60	\$86.14	\$86.14	\$70.22

Table 4 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 - afternoon shift or rotating 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
Mineworker - Induction level 1	\$74.33	\$74.33	\$98.11	\$104.06	\$63.92	\$66.15
Mineworker - Induction level 2	\$75.78	\$75.78	\$100.02	\$106.09	\$65.17	\$67.44
Mineworker - Training	\$75.78	\$75.78	\$100.02	\$106.09	\$65.17	\$67.44
Mineworker	\$81.00	\$81.00	\$106.92	\$113.40	\$69.66	\$72.09
Mineworker - Advanced	\$84.90	\$84.90	\$112.07	\$118.86	\$73.01	\$75.56
Mineworker - Specialised	\$93.63	\$93.63	\$123.59	\$131.08	\$80.52	\$83.33

Table 5 of 6

Classification	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 - Monday to Friday	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	\$68.38	\$68.38	\$66.89	\$70.61	\$74.33	\$74.33
Mineworker - Induction level 2	\$69.71	\$69.71	\$68.20	\$71.99	\$75.78	\$75.78
Mineworker - Training	\$69.71	\$69.71	\$68.20	\$71.99	\$75.78	\$75.78
Mineworker	\$74.52	\$74.52	\$72.90	\$76.95	\$81.00	\$81.00
Mineworker - Advanced	\$78.11	\$78.11	\$76.41	\$80.66	\$84.90	\$84.90
Mineworker - Specialised	\$86.14	\$86.14	\$84.26	\$88.94	\$93.63	\$93.63

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	\$59.46	\$89.19	\$98.11	\$104.06	\$89.19	\$59.46
Mineworker - Induction level 2	\$60.62	\$90.93	\$100.02	\$106.09	\$90.93	\$60.62
Mineworker - Training	\$60.62	\$90.93	\$100.02	\$106.09	\$90.93	\$60.62
Mineworker	\$64.80	\$97.20	\$106.92	\$113.40	\$97.20	\$64.80
Mineworker - Advanced	\$67.92	\$101.88	\$112.07	\$118.86	\$101.88	\$67.92
Mineworker - Specialised	\$74.90	\$112.35	\$123.59	\$131.08	\$112.35	\$74.90

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	\$1,115.60	\$31.87	\$47.81	\$63.74	\$63.74	\$95.61
Coal mining industry employee - Group B	\$1,147.40	\$32.78	\$49.17	\$65.56	\$65.56	\$98.34
Coal mining industry employee - Group C	\$1,176.80	\$33.62	\$50.43	\$67.24	\$67.24	\$100.86
Coal mining industry employee - Group D	\$1,194.80	\$34.14	\$51.21	\$68.28	\$68.28	\$102.42
Coal mining industry employee - Group E	\$1,218.90	\$34.83	\$52.25	\$69.66	\$69.66	\$104.49
Coal mining industry employee - Group F	\$1,230.70	\$35.16	\$52.74	\$70.32	\$70.32	\$105.48
Coal mining industry employee - Group G	\$1,295.60	\$37.02	\$55.53	\$74.04	\$74.04	\$111.06
Coal mining industry employee - Group H	\$1,310.80	\$37.45	\$56.18	\$74.90	\$74.90	\$112.35
Coal mining industry employee - Group I	\$1,331.20	\$38.03	\$57.05	\$76.06	\$76.06	\$114.09
Coal mining industry employee - Group J	\$1,349.20	\$38.55	\$57.83	\$77.10	\$77.10	\$115.65
Coal mining industry employee - Group K	\$1,379.70	\$39.42	\$59.13	\$78.84	\$78.84	\$118.26
Coal mining industry employee - Group L	\$1,413.40	\$40.38	\$60.57	\$80.76	\$80.76	\$121.14
Coal mining industry employee - Group M	\$1,469.20	\$41.98	\$62.97	\$83.96	\$83.96	\$125.94
Graduate Engineer level 1	\$1,079.36	\$30.84	\$46.26	\$61.68	\$61.68	\$92.52
Graduate Engineer level 2	\$1,160.31	\$33.15	\$49.73	\$66.30	\$66.30	\$99.45
Graduate Engineer level 3	\$1,268.25	\$36.24	\$54.36	\$72.48	\$72.48	\$108.72
Commercial graduate level 1	\$1,064.96	\$30.43	\$45.65	\$60.86	\$60.86	\$91.29
Commercial graduate level 2	\$1,144.83	\$32.71	\$49.07	\$65.42	\$65.42	\$98.13
Commercial graduate level 3	\$1,251.33	\$35.75	\$53.63	\$71.50	\$71.50	\$107.25

Table 2 of 6

Classification	Less than 10 hour break between shifts	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
Coal mining industry employee - Group A	\$63.74	\$47.81	\$63.74	\$47.81	\$63.74	\$63.74
Coal mining industry employee - Group B	\$65.56	\$49.17	\$65.56	\$49.17	\$65.56	\$65.56
Coal mining industry employee - Group C	\$67.24	\$50.43	\$67.24	\$50.43	\$67.24	\$67.24
Coal mining industry employee - Group D	\$68.28	\$51.21	\$68.28	\$51.21	\$68.28	\$68.28
Coal mining industry employee - Group E	\$69.66	\$52.25	\$69.66	\$52.25	\$69.66	\$69.66
Coal mining industry employee - Group F	\$70.32	\$52.74	\$70.32	\$52.74	\$70.32	\$70.32
Coal mining industry employee - Group G	\$74.04	\$55.53	\$74.04	\$55.53	\$74.04	\$74.04
Coal mining industry employee - Group H	\$74.90	\$56.18	\$74.90	\$56.18	\$74.90	\$74.90

Classification	Less than 10 hour break between shifts	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
Coal mining industry employee - Group I	\$76.06	\$57.05	\$76.06	\$57.05	\$76.06	\$76.06
Coal mining industry employee - Group J	\$77.10	\$57.83	\$77.10	\$57.83	\$77.10	\$77.10
Coal mining industry employee - Group K	\$78.84	\$59.13	\$78.84	\$59.13	\$78.84	\$78.84
Coal mining industry employee - Group L	\$80.76	\$60.57	\$80.76	\$60.57	\$80.76	\$80.76
Coal mining industry employee - Group M	\$83.96	\$62.97	\$83.96	\$62.97	\$83.96	\$83.96
Graduate Engineer level 1	\$61.68	\$46.26	\$61.68	\$46.26	\$61.68	\$61.68
Graduate Engineer level 2	\$66.30	\$49.73	\$66.30	\$49.73	\$66.30	\$66.30
Graduate Engineer level 3	\$72.48	\$54.36	\$72.48	\$54.36	\$72.48	\$72.48
Commercial graduate level 1	\$60.86	\$45.65	\$60.86	\$45.65	\$60.86	\$60.86
Commercial graduate level 2	\$65.42	\$49.07	\$65.42	\$49.07	\$65.42	\$65.42
Commercial graduate level 3	\$71.50	\$53.63	\$71.50	\$53.63	\$71.50	\$71.50

Table 3 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	\$36.65	\$36.65	\$39.84	\$54.98	\$73.30	\$73.30
Coal mining industry employee - Group B	\$37.70	\$37.70	\$40.98	\$56.55	\$75.39	\$75.39
Coal mining industry employee - Group C	\$38.66	\$38.66	\$42.03	\$57.99	\$77.33	\$77.33
Coal mining industry employee - Group D	\$39.26	\$39.26	\$42.68	\$58.89	\$78.52	\$78.52
Coal mining industry employee - Group E	\$40.05	\$40.05	\$43.54	\$60.08	\$80.11	\$80.11
Coal mining industry employee - Group F	\$40.43	\$40.43	\$43.95	\$60.65	\$80.87	\$80.87
Coal mining industry employee - Group G	\$42.57	\$42.57	\$46.28	\$63.86	\$85.15	\$85.15
Coal mining industry employee - Group H	\$43.07	\$43.07	\$46.81	\$64.60	\$86.14	\$86.14
Coal mining industry employee - Group I	\$43.73	\$43.73	\$47.54	\$65.60	\$87.47	\$87.47
Coal mining industry employee - Group J	\$44.33	\$44.33	\$48.19	\$66.50	\$88.67	\$88.67
Coal mining industry employee - Group K	\$45.33	\$45.33	\$49.28	\$68.00	\$90.67	\$90.67
Coal mining industry employee - Group L	\$46.44	\$46.44	\$50.48	\$69.66	\$92.87	\$92.87
Coal mining industry employee - Group M	\$48.28	\$48.28	\$52.48	\$72.42	\$96.55	\$96.55
Graduate Engineer level 1	\$35.47	\$35.47	\$38.55	\$53.20	\$70.93	\$70.93
Graduate Engineer level 2	\$38.12	\$38.12	\$41.44	\$57.18	\$76.25	\$76.25
Graduate Engineer level 3	\$41.68	\$41.68	\$45.30	\$62.51	\$83.35	\$83.35
Commercial graduate level 1	\$34.99	\$34.99	\$38.04	\$52.49	\$69.99	\$69.99

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
Commercial graduate level 2	\$37.62	\$37.62	\$40.89	\$56.42	\$75.23	\$75.23
Commercial graduate level 3	\$41.11	\$41.11	\$44.69	\$61.67	\$82.23	\$82.23

Table 4 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 - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Coal mining industry employee - Group A	\$59.76	\$79.68	\$79.68	\$105.17	\$111.55	\$68.52
Coal mining industry employee - Group B	\$61.46	\$81.95	\$81.95	\$108.17	\$114.73	\$70.48
Coal mining industry employee - Group C	\$63.04	\$84.05	\$84.05	\$110.95	\$117.67	\$72.28
Coal mining industry employee - Group D	\$64.01	\$85.35	\$85.35	\$112.66	\$119.49	\$73.40
Coal mining industry employee - Group E	\$65.31	\$87.08	\$87.08	\$114.94	\$121.91	\$74.88
Coal mining industry employee - Group F	\$65.93	\$87.90	\$87.90	\$116.03	\$123.06	\$75.59
Coal mining industry employee - Group G	\$69.41	\$92.55	\$92.55	\$122.17	\$129.57	\$79.59
Coal mining industry employee - Group H	\$70.22	\$93.63	\$93.63	\$123.59	\$131.08	\$80.52
Coal mining industry employee - Group I	\$71.31	\$95.08	\$95.08	\$125.50	\$133.11	\$81.76
Coal mining industry employee - Group J	\$72.28	\$96.38	\$96.38	\$127.22	\$134.93	\$82.88
Coal mining industry employee - Group K	\$73.91	\$98.55	\$98.55	\$130.09	\$137.97	\$84.75
Coal mining industry employee - Group L	\$75.71	\$100.95	\$100.95	\$133.25	\$141.33	\$86.82
Coal mining industry employee - Group M	\$78.71	\$104.95	\$104.95	\$138.53	\$146.93	\$90.26
Graduate Engineer level 1	\$57.83	\$77.10	\$77.10	\$101.77	\$107.94	\$66.31
Graduate Engineer level 2	\$62.16	\$82.88	\$82.88	\$109.40	\$116.03	\$71.27
Graduate Engineer level 3	\$67.95	\$90.60	\$90.60	\$119.59	\$126.84	\$77.92
Commercial graduate level 1	\$57.06	\$76.08	\$76.08	\$100.42	\$106.51	\$65.42
Commercial graduate level 2	\$61.33	\$81.78	\$81.78	\$107.94	\$114.49	\$70.33
Commercial graduate level 3	\$67.03	\$89.38	\$89.38	\$117.98	\$125.13	\$76.86

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 - Monday to Friday	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	\$70.91	\$73.30	\$73.30	\$71.71	\$75.69	\$79.68
Coal mining industry employee - Group B	\$72.94	\$75.39	\$75.39	\$73.76	\$77.85	\$81.95
Coal mining industry employee - Group C	\$74.80	\$77.33	\$77.33	\$75.65	\$79.85	\$84.05
Coal mining industry employee - Group D	\$75.96	\$78.52	\$78.52	\$76.82	\$81.08	\$85.35
Coal mining industry employee - Group E	\$77.50	\$80.11	\$80.11	\$78.37	\$82.72	\$87.08
Coal mining industry employee - Group F	\$78.23	\$80.87	\$80.87	\$79.11	\$83.51	\$87.90
Coal mining industry employee - Group G	\$82.37	\$85.15	\$85.15	\$83.30	\$87.92	\$92.55
Coal mining industry employee - Group H	\$83.33	\$86.14	\$86.14	\$84.26	\$88.94	\$93.63
Coal mining industry employee - Group I	\$84.62	\$87.47	\$87.47	\$85.57	\$90.32	\$95.08
Coal mining industry employee - Group J	\$85.77	\$88.67	\$88.67	\$86.74	\$91.56	\$96.38
Coal mining industry employee - Group K	\$87.71	\$90.67	\$90.67	\$88.70	\$93.62	\$98.55
Coal mining industry employee - Group L	\$89.85	\$92.87	\$92.87	\$90.86	\$95.90	\$100.95
Coal mining industry employee - Group M	\$93.41	\$96.55	\$96.55	\$94.46	\$99.70	\$104.95
Graduate Engineer level 1	\$68.62	\$70.93	\$70.93	\$69.39	\$73.25	\$77.10
Graduate Engineer level 2	\$73.76	\$76.25	\$76.25	\$74.59	\$78.73	\$82.88
Graduate Engineer level 3	\$80.63	\$83.35	\$83.35	\$81.54	\$86.07	\$90.60
Commercial graduate level 1	\$67.71	\$69.99	\$69.99	\$68.47	\$72.27	\$76.08
Commercial graduate level 2	\$72.78	\$75.23	\$75.23	\$73.60	\$77.69	\$81.78
Commercial graduate level 3	\$79.54	\$82.23	\$82.23	\$80.44	\$84.91	\$89.38

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	\$79.68	\$63.74	\$95.61	\$105.17	\$111.55	\$95.61	\$63.74
Coal mining industry employee - Group B	\$81.95	\$65.56	\$98.34	\$108.17	\$114.73	\$98.34	\$65.56
Coal mining industry employee - Group C	\$84.05	\$67.24	\$100.86	\$110.95	\$117.67	\$100.86	\$67.24
Coal mining industry employee - Group D	\$85.35	\$68.28	\$102.42	\$112.66	\$119.49	\$102.42	\$68.28
Coal mining industry employee - Group E	\$87.08	\$69.66	\$104.49	\$114.94	\$121.91	\$104.49	\$69.66
Coal mining industry employee - Group F	\$87.90	\$70.32	\$105.48	\$116.03	\$123.06	\$105.48	\$70.32
Coal mining industry employee - Group G	\$92.55	\$74.04	\$111.06	\$122.17	\$129.57	\$111.06	\$74.04
Coal mining industry employee - Group H	\$93.63	\$74.90	\$112.35	\$123.59	\$131.08	\$112.35	\$74.90
Coal mining industry employee - Group I	\$95.08	\$76.06	\$114.09	\$125.50	\$133.11	\$114.09	\$76.06
Coal mining industry employee - Group J	\$96.38	\$77.10	\$115.65	\$127.22	\$134.93	\$115.65	\$77.10
Coal mining industry employee - Group K	\$98.55	\$78.84	\$118.26	\$130.09	\$137.97	\$118.26	\$78.84
Coal mining industry employee - Group L	\$100.95	\$80.76	\$121.14	\$133.25	\$141.33	\$121.14	\$80.76
Coal mining industry employee - Group M	\$104.95	\$83.96	\$125.94	\$138.53	\$146.93	\$125.94	\$83.96
Graduate Engineer level 1	\$77.10	\$61.68	\$92.52	\$101.77	\$107.94	\$92.52	\$61.68
Graduate Engineer level 2	\$82.88	\$66.30	\$99.45	\$109.40	\$116.03	\$99.45	\$66.30
Graduate Engineer level 3	\$90.60	\$72.48	\$108.72	\$119.59	\$126.84	\$108.72	\$72.48
Commercial graduate level 1	\$76.08	\$60.86	\$91.29	\$100.42	\$106.51	\$91.29	\$60.86
Commercial graduate level 2	\$81.78	\$65.42	\$98.13	\$107.94	\$114.49	\$98.13	\$65.42
Commercial graduate level 3	\$89.38	\$71.50	\$107.25	\$117.98	\$125.13	\$107.25	\$71.50

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	\$39.84	\$59.76	\$79.68	\$79.68	\$119.52	\$71.71
Coal mining industry employee - Group B	\$40.98	\$61.47	\$81.96	\$81.96	\$122.94	\$73.76
Coal mining industry employee - Group C	\$42.03	\$63.05	\$84.06	\$84.06	\$126.09	\$75.65
Coal mining industry employee - Group D	\$42.68	\$64.02	\$85.36	\$85.36	\$128.04	\$76.82
Coal mining industry employee - Group E	\$43.54	\$65.31	\$87.08	\$87.08	\$130.62	\$78.37
Coal mining industry employee - Group F	\$43.95	\$65.93	\$87.90	\$87.90	\$131.85	\$79.11
Coal mining industry employee - Group G	\$46.28	\$69.42	\$92.56	\$92.56	\$138.84	\$83.30
Coal mining industry employee - Group H	\$46.81	\$70.22	\$93.62	\$93.62	\$140.43	\$84.26
Coal mining industry employee - Group I	\$47.54	\$71.31	\$95.08	\$95.08	\$142.62	\$85.57
Coal mining industry employee - Group J	\$48.19	\$72.29	\$96.38	\$96.38	\$144.57	\$86.74
Coal mining industry employee - Group K	\$49.28	\$73.92	\$98.56	\$98.56	\$147.84	\$88.70
Coal mining industry employee - Group L	\$50.48	\$75.72	\$100.96	\$100.96	\$151.44	\$90.86
Coal mining industry employee - Group M	\$52.48	\$78.72	\$104.96	\$104.96	\$157.44	\$94.46
Graduate Engineer level 1	\$38.55	\$57.83	\$77.10	\$77.10	\$115.65	\$69.39
Graduate Engineer level 2	\$41.44	\$62.16	\$82.88	\$82.88	\$124.32	\$74.59
Graduate Engineer level 3	\$45.30	\$67.95	\$90.60	\$90.60	\$135.90	\$81.54
Commercial graduate level 1	\$38.04	\$57.06	\$76.08	\$76.08	\$114.12	\$68.47
Commercial graduate level 2	\$40.89	\$61.34	\$81.78	\$81.78	\$122.67	\$73.60
Commercial graduate level 3	\$44.69	\$67.04	\$89.38	\$89.38	\$134.07	\$80.44

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	Afternoon shift
Coal mining industry employee - Group A	\$59.76	\$79.68	\$59.76	\$79.68	\$79.68	\$45.82
Coal mining industry employee - Group B	\$61.47	\$81.96	\$61.47	\$81.96	\$81.96	\$47.13
Coal mining industry employee - Group C	\$63.05	\$84.06	\$63.05	\$84.06	\$84.06	\$48.33
Coal mining industry employee - Group D	\$64.02	\$85.36	\$64.02	\$85.36	\$85.36	\$49.08
Coal mining industry employee - Group E	\$65.31	\$87.08	\$65.31	\$87.08	\$87.08	\$50.07
Coal mining industry employee - Group F	\$65.93	\$87.90	\$65.93	\$87.90	\$87.90	\$50.54

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	Afternoon shift
Coal mining industry employee - Group G	\$69.42	\$92.56	\$69.42	\$92.56	\$92.56	\$53.22
Coal mining industry employee - Group H	\$70.22	\$93.62	\$70.22	\$93.62	\$93.62	\$53.83
Coal mining industry employee - Group I	\$71.31	\$95.08	\$71.31	\$95.08	\$95.08	\$54.67
Coal mining industry employee - Group J	\$72.29	\$96.38	\$72.29	\$96.38	\$96.38	\$55.42
Coal mining industry employee - Group K	\$73.92	\$98.56	\$73.92	\$98.56	\$98.56	\$56.67
Coal mining industry employee - Group L	\$75.72	\$100.96	\$75.72	\$100.96	\$100.96	\$58.05
Coal mining industry employee - Group M	\$78.72	\$104.96	\$78.72	\$104.96	\$104.96	\$60.35
Graduate Engineer level 1	\$57.83	\$77.10	\$57.83	\$77.10	\$77.10	\$44.33
Graduate Engineer level 2	\$62.16	\$82.88	\$62.16	\$82.88	\$82.88	\$47.66
Graduate Engineer level 3	\$67.95	\$90.60	\$67.95	\$90.60	\$90.60	\$52.10
Commercial graduate level 1	\$57.06	\$76.08	\$57.06	\$76.08	\$76.08	\$43.75
Commercial graduate level 2	\$61.34	\$81.78	\$61.34	\$81.78	\$81.78	\$47.02
Commercial graduate level 3	\$67.04	\$89.38	\$67.04	\$89.38	\$89.38	\$51.39

Table 3 of 6

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
Coal mining industry employee - Group A	\$45.82	\$49.80	\$68.72	\$91.63	\$91.63	\$74.70
Coal mining industry employee - Group B	\$47.13	\$51.23	\$70.69	\$94.25	\$94.25	\$76.84
Coal mining industry employee - Group C	\$48.33	\$52.54	\$72.50	\$96.67	\$96.67	\$78.81
Coal mining industry employee - Group D	\$49.08	\$53.35	\$73.62	\$98.16	\$98.16	\$80.03
Coal mining industry employee - Group E	\$50.07	\$54.43	\$75.11	\$100.14	\$100.14	\$81.64
Coal mining industry employee - Group F	\$50.54	\$54.94	\$75.81	\$101.09	\$101.09	\$82.41
Coal mining industry employee - Group G	\$53.22	\$57.85	\$79.83	\$106.44	\$106.44	\$86.78
Coal mining industry employee - Group H	\$53.83	\$58.51	\$80.75	\$107.66	\$107.66	\$87.77
Coal mining industry employee - Group I	\$54.67	\$59.43	\$82.01	\$109.34	\$109.34	\$89.14
Coal mining industry employee - Group J	\$55.42	\$60.24	\$83.13	\$110.84	\$110.84	\$90.36
Coal mining industry employee - Group K	\$56.67	\$61.60	\$85.01	\$113.34	\$113.34	\$92.40
Coal mining industry employee - Group L	\$58.05	\$63.10	\$87.08	\$116.10	\$116.10	\$94.65
Coal mining industry employee - Group M	\$60.35	\$65.60	\$90.53	\$120.70	\$120.70	\$98.40
Graduate Engineer level 1	\$44.33	\$48.19	\$66.50	\$88.67	\$88.67	\$72.28
Graduate Engineer level 2	\$47.66	\$51.80	\$71.48	\$95.31	\$95.31	\$77.70

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
Graduate Engineer level 3	\$52.10	\$56.63	\$78.14	\$104.19	\$104.19	\$84.94
Commercial graduate level 1	\$43.75	\$47.55	\$65.62	\$87.49	\$87.49	\$71.33
Commercial graduate level 2	\$47.02	\$51.11	\$70.54	\$94.05	\$94.05	\$76.67
Commercial graduate level 3	\$51.39	\$55.86	\$77.09	\$102.79	\$102.79	\$83.79

Table 4 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 - afternoon shift or rotating 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
Coal mining industry employee - Group A	\$99.60	\$99.60	\$131.47	\$139.44	\$85.66	\$88.64
Coal mining industry employee - Group B	\$102.45	\$102.45	\$135.23	\$143.43	\$88.11	\$91.18
Coal mining industry employee - Group C	\$105.08	\$105.08	\$138.70	\$147.11	\$90.36	\$93.52
Coal mining industry employee - Group D	\$106.70	\$106.70	\$140.84	\$149.38	\$91.76	\$94.96
Coal mining industry employee - Group E	\$108.85	\$108.85	\$143.68	\$152.39	\$93.61	\$96.88
Coal mining industry employee - Group F	\$109.88	\$109.88	\$145.04	\$153.83	\$94.49	\$97.79
Coal mining industry employee - Group G	\$115.70	\$115.70	\$152.72	\$161.98	\$99.50	\$102.97
Coal mining industry employee - Group H	\$117.03	\$117.03	\$154.47	\$163.84	\$100.64	\$104.15
Coal mining industry employee - Group I	\$118.85	\$118.85	\$156.88	\$166.39	\$102.21	\$105.78
Coal mining industry employee - Group J	\$120.48	\$120.48	\$159.03	\$168.67	\$103.61	\$107.22
Coal mining industry employee - Group K	\$123.20	\$123.20	\$162.62	\$172.48	\$105.95	\$109.65
Coal mining industry employee - Group L	\$126.20	\$126.20	\$166.58	\$176.68	\$108.53	\$112.32
Coal mining industry employee - Group M	\$131.20	\$131.20	\$173.18	\$183.68	\$112.83	\$116.77
Graduate Engineer level 1	\$96.38	\$96.38	\$127.22	\$134.93	\$82.88	\$85.77
Graduate Engineer level 2	\$103.60	\$103.60	\$136.75	\$145.04	\$89.10	\$92.20
Graduate Engineer level 3	\$113.25	\$113.25	\$149.49	\$158.55	\$97.40	\$100.79
Commercial graduate level 1	\$95.10	\$95.10	\$125.53	\$133.14	\$81.79	\$84.64
Commercial graduate level 2	\$102.23	\$102.23	\$134.94	\$143.12	\$87.91	\$90.98
Commercial graduate level 3	\$111.73	\$111.73	\$147.48	\$156.42	\$96.08	\$99.44

Table 5 of 6

Classification	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 - Monday to Friday	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	\$91.63	\$91.63	\$89.64	\$94.62	\$99.60	\$99.60
Coal mining industry employee - Group B	\$94.25	\$94.25	\$92.21	\$97.33	\$102.45	\$102.45
Coal mining industry employee - Group C	\$96.67	\$96.67	\$94.57	\$99.82	\$105.08	\$105.08
Coal mining industry employee - Group D	\$98.16	\$98.16	\$96.03	\$101.37	\$106.70	\$106.70
Coal mining industry employee - Group E	\$100.14	\$100.14	\$97.97	\$103.41	\$108.85	\$108.85
Coal mining industry employee - Group F	\$101.09	\$101.09	\$98.89	\$104.38	\$109.88	\$109.88
Coal mining industry employee - Group G	\$106.44	\$106.44	\$104.13	\$109.92	\$115.70	\$115.70
Coal mining industry employee - Group H	\$107.66	\$107.66	\$105.32	\$111.17	\$117.03	\$117.03
Coal mining industry employee - Group I	\$109.34	\$109.34	\$106.97	\$112.91	\$118.85	\$118.85
Coal mining industry employee - Group J	\$110.84	\$110.84	\$108.43	\$114.45	\$120.48	\$120.48
Coal mining industry employee - Group K	\$113.34	\$113.34	\$110.88	\$117.04	\$123.20	\$123.20
Coal mining industry employee - Group L	\$116.10	\$116.10	\$113.58	\$119.89	\$126.20	\$126.20
Coal mining industry employee - Group M	\$120.70	\$120.70	\$118.08	\$124.64	\$131.20	\$131.20
Graduate Engineer level 1	\$88.67	\$88.67	\$86.74	\$91.56	\$96.38	\$96.38
Graduate Engineer level 2	\$95.31	\$95.31	\$93.24	\$98.42	\$103.60	\$103.60
Graduate Engineer level 3	\$104.19	\$104.19	\$101.93	\$107.59	\$113.25	\$113.25
Commercial graduate level 1	\$87.49	\$87.49	\$85.59	\$90.35	\$95.10	\$95.10
Commercial graduate level 2	\$94.05	\$94.05	\$92.00	\$97.11	\$102.23	\$102.23
Commercial graduate level 3	\$102.79	\$102.79	\$100.55	\$106.14	\$111.73	\$111.73

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	\$79.68	\$119.52	\$131.47	\$139.44	\$119.52	\$79.68
Coal mining industry employee - Group B	\$81.96	\$122.94	\$135.23	\$143.43	\$122.94	\$81.96
Coal mining industry employee - Group C	\$84.06	\$126.09	\$138.70	\$147.11	\$126.09	\$84.06
Coal mining industry employee - Group D	\$85.36	\$128.04	\$140.84	\$149.38	\$128.04	\$85.36
Coal mining industry employee - Group E	\$87.08	\$130.62	\$143.68	\$152.39	\$130.62	\$87.08
Coal mining industry employee - Group F	\$87.90	\$131.85	\$145.04	\$153.83	\$131.85	\$87.90
Coal mining industry employee - Group G	\$92.56	\$138.84	\$152.72	\$161.98	\$138.84	\$92.56
Coal mining industry employee - Group H	\$93.62	\$140.43	\$154.47	\$163.84	\$140.43	\$93.62
Coal mining industry employee - Group I	\$95.08	\$142.62	\$156.88	\$166.39	\$142.62	\$95.08
Coal mining industry employee - Group J	\$96.38	\$144.57	\$159.03	\$168.67	\$144.57	\$96.38
Coal mining industry employee - Group K	\$98.56	\$147.84	\$162.62	\$172.48	\$147.84	\$98.56
Coal mining industry employee - Group L	\$100.96	\$151.44	\$166.58	\$176.68	\$151.44	\$100.96
Coal mining industry employee - Group M	\$104.96	\$157.44	\$173.18	\$183.68	\$157.44	\$104.96
Graduate Engineer level 1	\$77.10	\$115.65	\$127.22	\$134.93	\$115.65	\$77.10
Graduate Engineer level 2	\$82.88	\$124.32	\$136.75	\$145.04	\$124.32	\$82.88
Graduate Engineer level 3	\$90.60	\$135.90	\$149.49	\$158.55	\$135.90	\$90.60
Commercial graduate level 1	\$76.08	\$114.12	\$125.53	\$133.14	\$114.12	\$76.08
Commercial graduate level 2	\$81.78	\$122.67	\$134.94	\$143.12	\$122.67	\$81.78
Commercial graduate level 3	\$89.38	\$134.07	\$147.48	\$156.42	\$134.07	\$89.38

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
Under 16 years	\$424.28	\$12.12	\$18.18	\$24.24	\$24.24	\$36.36	\$24.24
16 years	\$583.39	\$16.67	\$25.01	\$33.34	\$33.34	\$50.01	\$33.34
17 years	\$795.53	\$22.73	\$34.10	\$45.46	\$45.46	\$68.19	\$45.46

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Under 16 years	\$18.18	\$24.24	\$18.18	\$24.24	\$24.24	\$13.94	\$13.94
16 years	\$25.01	\$33.34	\$25.01	\$33.34	\$33.34	\$19.17	\$19.17
17 years	\$34.10	\$45.46	\$34.10	\$45.46	\$45.46	\$26.14	\$26.14

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours	Sunday - afternoon shift or rotating night shift
Under 16 years	\$13.94 per hour and an additional \$4.56 per shift	\$13.94 per hour and an additional \$9.02 per shift	\$15.15	\$20.91	\$27.88	\$27.88
16 years	\$19.17 per hour and an additional \$4.56 per shift	\$19.17 per hour and an additional \$9.02 per shift	\$20.84	\$28.76	\$38.34	\$38.34
17 years	\$26.14 per hour and an additional \$4.56 per shift	\$26.14 per hour and an additional \$9.02 per shift	\$28.41	\$39.21	\$52.28	\$52.28

Table 4 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 - afternoon shift or rotating 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
Under 16 years	\$22.73	\$30.30	\$30.30	\$40.00	\$42.42	\$26.06	\$26.97
16 years	\$31.26	\$41.68	\$41.68	\$55.01	\$58.35	\$35.84	\$37.09
17 years	\$42.62	\$56.83	\$56.83	\$75.01	\$79.56	\$48.87	\$50.57

Table 5 of 6

Classification	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 - Monday to Friday	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
Under 16 years	\$27.88	\$27.88	\$27.27	\$28.79	\$30.30	\$30.30
16 years	\$38.34	\$38.34	\$37.51	\$39.59	\$41.68	\$41.68
17 years	\$52.28	\$52.28	\$51.14	\$53.98	\$56.83	\$56.83

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
Under 16 years	\$24.24	\$36.36	\$40.00	\$42.42	\$36.36	\$24.24
16 years	\$33.34	\$50.01	\$55.01	\$58.35	\$50.01	\$33.34
17 years	\$45.46	\$68.19	\$75.01	\$79.56	\$68.19	\$45.46

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
Under 17 years	\$725.14	\$20.72	\$31.08	\$41.44	\$41.44	\$62.16	\$41.44
17 years	\$780.92	\$22.31	\$33.47	\$44.62	\$44.62	\$66.93	\$44.62
18 years	\$892.48	\$25.50	\$38.25	\$51.00	\$51.00	\$76.50	\$51.00
19 years	\$1,004.04	\$28.69	\$43.04	\$57.38	\$57.38	\$86.07	\$57.38
20 years	\$1,059.82	\$30.28	\$45.42	\$60.56	\$60.56	\$90.84	\$60.56

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	Afternoon shift	Rotating night shift
Under 17 years	\$31.08	\$41.44	\$31.08	\$41.44	\$41.44	\$23.83	\$23.83
17 years	\$33.47	\$44.62	\$33.47	\$44.62	\$44.62	\$25.66	\$25.66
18 years	\$38.25	\$51.00	\$38.25	\$51.00	\$51.00	\$29.33	\$29.33
19 years	\$43.04	\$57.38	\$43.04	\$57.38	\$57.38	\$32.99	\$32.99
20 years	\$45.42	\$60.56	\$45.42	\$60.56	\$60.56	\$34.82	\$34.82

Table 3 of 6

Classification	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	Sunday - permanent night shift
Under 17 years	\$25.90	\$35.74	\$47.66	\$47.66	\$38.85	\$51.80	\$51.80
17 years	\$27.89	\$38.48	\$51.31	\$51.31	\$41.83	\$55.78	\$55.78
18 years	\$31.88	\$43.99	\$58.65	\$58.65	\$47.81	\$63.75	\$63.75
19 years	\$35.86	\$49.49	\$65.99	\$65.99	\$53.79	\$71.73	\$71.73
20 years	\$37.85	\$52.23	\$69.64	\$69.64	\$56.78	\$75.70	\$75.70

Table 4 of 6

Classification	Public holiday - afternoon shift or rotating night shift	Public holiday - permanent night shift	Overtime - afternoon shift or rotating 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
Under 17 years	\$68.38	\$72.52	\$44.55	\$46.10	\$47.66	\$47.66
17 years	\$73.62	\$78.09	\$47.97	\$49.64	\$51.31	\$51.31
18 years	\$84.15	\$89.25	\$54.83	\$56.74	\$58.65	\$58.65
19 years	\$94.68	\$100.42	\$61.68	\$63.84	\$65.99	\$65.99
20 years	\$99.92	\$105.98	\$65.10	\$67.37	\$69.64	\$69.64

Table 5 of 6

Classification	Overtime - permanent night shift on a 6 or 7 day roster - Monday to Friday	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
Under 17 years	\$46.62	\$49.21	\$51.80	\$51.80	\$41.44
17 years	\$50.20	\$52.99	\$55.78	\$55.78	\$44.62
18 years	\$57.38	\$60.56	\$63.75	\$63.75	\$51.00
19 years	\$64.55	\$68.14	\$71.73	\$71.73	\$57.38
20 years	\$68.13	\$71.92	\$75.70	\$75.70	\$60.56

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
Under 17 years	\$62.16	\$68.38	\$72.52	\$62.16	\$41.44
17 years	\$66.93	\$73.62	\$78.09	\$66.93	\$44.62
18 years	\$76.50	\$84.15	\$89.25	\$76.50	\$51.00
19 years	\$86.07	\$94.68	\$100.42	\$86.07	\$57.38
20 years	\$90.84	\$99.92	\$105.98	\$90.84	\$60.56

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	Overtime - Monday to Friday - first 3 hours
Under 17 years	\$25.90	\$38.85	\$51.80	\$51.80	\$77.70	\$46.62	\$38.85
17 years	\$27.89	\$41.84	\$55.78	\$55.78	\$83.67	\$50.20	\$41.84
18 years	\$31.88	\$47.82	\$63.76	\$63.76	\$95.64	\$57.38	\$47.82
19 years	\$35.86	\$53.79	\$71.72	\$71.72	\$107.58	\$64.55	\$53.79
20 years	\$37.85	\$56.78	\$75.70	\$75.70	\$113.55	\$68.13	\$56.78

Table 2 of 5

Classification	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Afternoon shift	Rotating night shift	Permanent night shift
Under 17 years	\$51.80	\$38.85	\$51.80	\$51.80	\$29.79	\$29.79	\$32.38
17 years	\$55.78	\$41.84	\$55.78	\$55.78	\$32.07	\$32.07	\$34.86
18 years	\$63.76	\$47.82	\$63.76	\$63.76	\$36.66	\$36.66	\$39.85
19 years	\$71.72	\$53.79	\$71.72	\$71.72	\$41.24	\$41.24	\$44.83
20 years	\$75.70	\$56.78	\$75.70	\$75.70	\$43.53	\$43.53	\$47.31

Table 3 of 5

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
Under 17 years	\$44.68	\$59.57	\$59.57	\$48.56	\$64.75	\$64.75	\$85.47
17 years	\$48.11	\$64.15	\$64.15	\$52.29	\$69.73	\$69.73	\$92.04
18 years	\$54.99	\$73.32	\$73.32	\$59.78	\$79.70	\$79.70	\$105.20
19 years	\$61.86	\$82.48	\$82.48	\$67.24	\$89.65	\$89.65	\$118.34
20 years	\$65.29	\$87.06	\$87.06	\$70.97	\$94.63	\$94.63	\$124.91

Table 4 of 5

Classification	Public holiday - permanent night shift	Overtime - afternoon shift or rotating 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 - Monday to Friday	Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours
Under 17 years	\$90.65	\$55.69	\$57.63	\$59.57	\$59.57	\$58.28	\$61.51
17 years	\$97.62	\$59.96	\$62.06	\$64.15	\$64.15	\$62.75	\$66.24
18 years	\$111.58	\$68.54	\$70.93	\$73.32	\$73.32	\$71.73	\$75.72
19 years	\$125.51	\$77.10	\$79.79	\$82.48	\$82.48	\$80.69	\$85.17
20 years	\$132.48	\$81.38	\$84.22	\$87.06	\$87.06	\$85.16	\$89.89

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
Under 17 years	\$64.75	\$64.75	\$51.80	\$77.70	\$85.47	\$90.65	\$77.70	\$51.80
17 years	\$69.73	\$69.73	\$55.78	\$83.67	\$92.04	\$97.62	\$83.67	\$55.78
18 years	\$79.70	\$79.70	\$63.76	\$95.64	\$105.20	\$111.58	\$95.64	\$63.76
19 years	\$89.65	\$89.65	\$71.72	\$107.58	\$118.34	\$125.51	\$107.58	\$71.72
20 years	\$94.63	\$94.63	\$75.70	\$113.55	\$124.91	\$132.48	\$113.55	\$75.70

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	\$477.32	\$13.64	\$20.46	\$27.28	\$27.28	\$40.92	\$27.28
Apprentice - 2nd year	\$636.42	\$18.18	\$27.27	\$36.36	\$36.36	\$54.54	\$36.36
Apprentice - 3rd year	\$795.53	\$22.73	\$34.10	\$45.46	\$45.46	\$68.19	\$45.46
Apprentice - 4th year	\$954.63	\$27.28	\$40.92	\$54.56	\$54.56	\$81.84	\$54.56

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Apprentice - 1st year	\$20.46	\$27.28	\$20.46	\$27.28	\$27.28	\$15.69	\$15.69
Apprentice - 2nd year	\$27.27	\$36.36	\$27.27	\$36.36	\$36.36	\$20.91	\$20.91
Apprentice - 3rd year	\$34.10	\$45.46	\$34.10	\$45.46	\$45.46	\$26.14	\$26.14
Apprentice - 4th year	\$40.92	\$54.56	\$40.92	\$54.56	\$54.56	\$31.37	\$31.37

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours
Apprentice - 1st year	\$15.69 per hour and an additional \$4.56 per shift	\$15.69 per hour and an additional \$9.02 per shift	\$17.05	\$23.53	\$31.37
Apprentice - 2nd year	\$20.91 per hour and an additional \$4.56 per shift	\$20.91 per hour and an additional \$9.02 per shift	\$22.73	\$31.36	\$41.81
Apprentice - 3rd year	\$26.14 per hour and an additional \$4.56 per shift	\$26.14 per hour and an additional \$9.02 per shift	\$28.41	\$39.21	\$52.28
Apprentice - 4th year	\$31.37 per hour and an additional \$4.56 per shift	\$31.37 per hour and an additional \$9.02 per shift	\$34.10	\$47.06	\$62.74

Table 4 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	Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Apprentice - 1st year	\$31.37	\$25.58	\$34.10	\$34.10	\$45.01	\$47.74	\$29.33
Apprentice - 2nd year	\$41.81	\$34.09	\$45.45	\$45.45	\$59.99	\$63.63	\$39.09
Apprentice - 3rd year	\$52.28	\$42.62	\$56.83	\$56.83	\$75.01	\$79.56	\$48.87
Apprentice - 4th year	\$62.74	\$51.15	\$68.20	\$68.20	\$90.02	\$95.48	\$58.65

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 - Monday to Friday	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	\$30.35	\$31.37	\$31.37	\$30.69	\$32.40	\$34.10	\$34.10
Apprentice - 2nd year	\$40.45	\$41.81	\$41.81	\$40.91	\$43.18	\$45.45	\$45.45
Apprentice - 3rd year	\$50.57	\$52.28	\$52.28	\$51.14	\$53.98	\$56.83	\$56.83
Apprentice - 4th year	\$60.70	\$62.74	\$62.74	\$61.38	\$64.79	\$68.20	\$68.20

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	\$27.28	\$40.92	\$45.01	\$47.74	\$40.92	\$27.28
Apprentice - 2nd year	\$36.36	\$54.54	\$59.99	\$63.63	\$54.54	\$36.36
Apprentice - 3rd year	\$45.46	\$68.19	\$75.01	\$79.56	\$68.19	\$45.46
Apprentice - 4th year	\$54.56	\$81.84	\$90.02	\$95.48	\$81.84	\$54.56

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	\$530.35	\$15.15	\$22.73	\$30.30	\$30.30	\$45.45	\$30.30
Apprentice - 2nd year	\$636.42	\$18.18	\$27.27	\$36.36	\$36.36	\$54.54	\$36.36
Apprentice - 3rd year	\$795.53	\$22.73	\$34.10	\$45.46	\$45.46	\$68.19	\$45.46
Apprentice - 4th year	\$954.63	\$27.28	\$40.92	\$54.56	\$54.56	\$81.84	\$54.56

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Apprentice - 1st year	\$22.73	\$30.30	\$22.73	\$30.30	\$30.30	\$17.42	\$17.42
Apprentice - 2nd year	\$27.27	\$36.36	\$27.27	\$36.36	\$36.36	\$20.91	\$20.91
Apprentice - 3rd year	\$34.10	\$45.46	\$34.10	\$45.46	\$45.46	\$26.14	\$26.14
Apprentice - 4th year	\$40.92	\$54.56	\$40.92	\$54.56	\$54.56	\$31.37	\$31.37

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours
Apprentice - 1st year	\$17.42 per hour and an additional \$4.56 per shift	\$17.42 per hour and an additional \$9.02 per shift	\$18.94	\$26.13	\$34.85
Apprentice - 2nd year	\$20.91 per hour and an additional \$4.56 per shift	\$20.91 per hour and an additional \$9.02 per shift	\$22.73	\$31.36	\$41.81
Apprentice - 3rd year	\$26.14 per hour and an additional \$4.56 per shift	\$26.14 per hour and an additional \$9.02 per shift	\$28.41	\$39.21	\$52.28
Apprentice - 4th year	\$31.37 per hour and an additional \$4.56 per shift	\$31.37 per hour and an additional \$9.02 per shift	\$34.10	\$47.06	\$62.74

Table 4 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	Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Apprentice - 1st year	\$34.85	\$28.41	\$37.88	\$37.88	\$50.00	\$53.03	\$32.57
Apprentice - 2nd year	\$41.81	\$34.09	\$45.45	\$45.45	\$59.99	\$63.63	\$39.09
Apprentice - 3rd year	\$52.28	\$42.62	\$56.83	\$56.83	\$75.01	\$79.56	\$48.87
Apprentice - 4th year	\$62.74	\$51.15	\$68.20	\$68.20	\$90.02	\$95.48	\$58.65

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 - Monday to Friday	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	\$33.71	\$34.85	\$34.85	\$34.09	\$35.98	\$37.88	\$37.88
Apprentice - 2nd year	\$40.45	\$41.81	\$41.81	\$40.91	\$43.18	\$45.45	\$45.45
Apprentice - 3rd year	\$50.57	\$52.28	\$52.28	\$51.14	\$53.98	\$56.83	\$56.83
Apprentice - 4th year	\$60.70	\$62.74	\$62.74	\$61.38	\$64.79	\$68.20	\$68.20

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	\$30.30	\$45.45	\$50.00	\$53.03	\$45.45	\$30.30
Apprentice - 2nd year	\$36.36	\$54.54	\$59.99	\$63.63	\$54.54	\$36.36
Apprentice - 3rd year	\$45.46	\$68.19	\$75.01	\$79.56	\$68.19	\$45.46
Apprentice - 4th year	\$54.56	\$81.84	\$90.02	\$95.48	\$81.84	\$54.56

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	\$583.39	\$16.67	\$25.01	\$33.34	\$33.34	\$50.01	\$33.34
Apprentice - 2nd year	\$689.46	\$19.70	\$29.55	\$39.40	\$39.40	\$59.10	\$39.40
Apprentice - 3rd year	\$795.53	\$22.73	\$34.10	\$45.46	\$45.46	\$68.19	\$45.46
Apprentice - 4th year	\$954.63	\$27.28	\$40.92	\$54.56	\$54.56	\$81.84	\$54.56

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Apprentice - 1st year	\$25.01	\$33.34	\$25.01	\$33.34	\$33.34	\$19.17	\$19.17
Apprentice - 2nd year	\$29.55	\$39.40	\$29.55	\$39.40	\$39.40	\$22.66	\$22.66
Apprentice - 3rd year	\$34.10	\$45.46	\$34.10	\$45.46	\$45.46	\$26.14	\$26.14
Apprentice - 4th year	\$40.92	\$54.56	\$40.92	\$54.56	\$54.56	\$31.37	\$31.37

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours
Apprentice - 1st year	\$19.17 per hour and an additional \$4.56 per shift	\$19.17 per hour and an additional \$9.02 per shift	\$20.84	\$28.76	\$38.34
Apprentice - 2nd year	\$22.66 per hour and an additional \$4.56 per shift	\$22.66 per hour and an additional \$9.02 per shift	\$24.63	\$33.98	\$45.31
Apprentice - 3rd year	\$26.14 per hour and an additional \$4.56 per shift	\$26.14 per hour and an additional \$9.02 per shift	\$28.41	\$39.21	\$52.28
Apprentice - 4th year	\$31.37 per hour and an additional \$4.56 per shift	\$31.37 per hour and an additional \$9.02 per shift	\$34.10	\$47.06	\$62.74

Table 4 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	Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Apprentice - 1st year	\$38.34	\$31.26	\$41.68	\$41.68	\$55.01	\$58.35	\$35.84
Apprentice - 2nd year	\$45.31	\$36.94	\$49.25	\$49.25	\$65.01	\$68.95	\$42.36
Apprentice - 3rd year	\$52.28	\$42.62	\$56.83	\$56.83	\$75.01	\$79.56	\$48.87
Apprentice - 4th year	\$62.74	\$51.15	\$68.20	\$68.20	\$90.02	\$95.48	\$58.65

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 - Monday to Friday	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	\$37.09	\$38.34	\$38.34	\$37.51	\$39.59	\$41.68	\$41.68
Apprentice - 2nd year	\$43.83	\$45.31	\$45.31	\$44.33	\$46.79	\$49.25	\$49.25
Apprentice - 3rd year	\$50.57	\$52.28	\$52.28	\$51.14	\$53.98	\$56.83	\$56.83
Apprentice - 4th year	\$60.70	\$62.74	\$62.74	\$61.38	\$64.79	\$68.20	\$68.20

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	\$33.34	\$50.01	\$55.01	\$58.35	\$50.01	\$33.34
Apprentice - 2nd year	\$39.40	\$59.10	\$65.01	\$68.95	\$59.10	\$39.40
Apprentice - 3rd year	\$45.46	\$68.19	\$75.01	\$79.56	\$68.19	\$45.46
Apprentice - 4th year	\$54.56	\$81.84	\$90.02	\$95.48	\$81.84	\$54.56

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	\$848.56	\$24.24	\$36.36	\$48.48	\$48.48	\$72.72	\$48.48
Apprentice - 2nd year	\$954.63	\$27.28	\$40.92	\$54.56	\$54.56	\$81.84	\$54.56
Apprentice - 3rd year	\$1,007.67	\$28.79	\$43.19	\$57.58	\$57.58	\$86.37	\$57.58

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Apprentice - 1st year	\$36.36	\$48.48	\$36.36	\$48.48	\$48.48	\$27.88	\$27.88
Apprentice - 2nd year	\$40.92	\$54.56	\$40.92	\$54.56	\$54.56	\$31.37	\$31.37
Apprentice - 3rd year	\$43.19	\$57.58	\$43.19	\$57.58	\$57.58	\$33.11	\$33.11

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours
Apprentice - 1st year	\$27.88 per hour and an additional \$4.56 per shift	\$27.88 per hour and an additional \$9.02 per shift	\$30.30	\$41.81	\$55.75
Apprentice - 2nd year	\$31.37 per hour and an additional \$4.56 per shift	\$31.37 per hour and an additional \$9.02 per shift	\$34.10	\$47.06	\$62.74
Apprentice - 3rd year	\$33.11 per hour and an additional \$4.56 per shift	\$33.11 per hour and an additional \$9.02 per shift	\$35.99	\$49.66	\$66.22

Table 4 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	Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Apprentice - 1st year	\$55.75	\$45.45	\$60.60	\$60.60	\$79.99	\$84.84	\$52.12
Apprentice - 2nd year	\$62.74	\$51.15	\$68.20	\$68.20	\$90.02	\$95.48	\$58.65
Apprentice - 3rd year	\$66.22	\$53.98	\$71.98	\$71.98	\$95.01	\$100.77	\$61.90

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 - Monday to Friday	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	\$53.93	\$55.75	\$55.75	\$54.54	\$57.57	\$60.60	\$60.60
Apprentice - 2nd year	\$60.70	\$62.74	\$62.74	\$61.38	\$64.79	\$68.20	\$68.20
Apprentice - 3rd year	\$64.06	\$66.22	\$66.22	\$64.78	\$68.38	\$71.98	\$71.98

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	\$48.48	\$72.72	\$79.99	\$84.84	\$72.72	\$48.48
Apprentice - 2nd year	\$54.56	\$81.84	\$90.02	\$95.48	\$81.84	\$54.56
Apprentice - 3rd year	\$57.58	\$86.37	\$95.01	\$100.77	\$86.37	\$57.58

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	\$848.56	\$24.24	\$36.36	\$48.48	\$48.48	\$72.72	\$48.48
Apprentice - 2nd year	\$1,040.70	\$29.73	\$44.60	\$59.46	\$59.46	\$89.19	\$59.46
Apprentice - 3rd year	\$1,040.70	\$29.73	\$44.60	\$59.46	\$59.46	\$89.19	\$59.46

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	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday
Apprentice - 1st year	\$36.36	\$48.48	\$36.36	\$48.48	\$48.48	\$27.88	\$27.88
Apprentice - 2nd year	\$44.60	\$59.46	\$44.60	\$59.46	\$59.46	\$34.19	\$34.19
Apprentice - 3rd year	\$44.60	\$59.46	\$44.60	\$59.46	\$59.46	\$34.19	\$34.19

Table 3 of 6

Classification	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	Saturday - afternoon shift or rotating night shift - after 4 hours
Apprentice - 1st year	\$27.88 per hour and an additional \$4.56 per shift	\$27.88 per hour and an additional \$9.02 per shift	\$30.30	\$41.81	\$55.75
Apprentice - 2nd year	\$34.19 per hour and an additional \$4.56 per shift	\$34.19 per hour and an additional \$9.02 per shift	\$37.16	\$51.28	\$68.38
Apprentice - 3rd year	\$34.19 per hour and an additional \$4.56 per shift	\$34.19 per hour and an additional \$9.02 per shift	\$37.16	\$51.28	\$68.38

Table 4 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	Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Monday to Friday
Apprentice - 1st year	\$55.75	\$45.45	\$60.60	\$60.60	\$79.99	\$84.84	\$52.12
Apprentice - 2nd year	\$68.38	\$55.74	\$74.33	\$74.33	\$98.11	\$104.06	\$63.92
Apprentice - 3rd year	\$68.38	\$55.74	\$74.33	\$74.33	\$98.11	\$104.06	\$63.92

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 - Monday to Friday	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	\$53.93	\$55.75	\$55.75	\$54.54	\$57.57	\$60.60	\$60.60
Apprentice - 2nd year	\$66.15	\$68.38	\$68.38	\$66.89	\$70.61	\$74.33	\$74.33
Apprentice - 3rd year	\$66.15	\$68.38	\$68.38	\$66.89	\$70.61	\$74.33	\$74.33

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	\$48.48	\$72.72	\$79.99	\$84.84	\$72.72	\$48.48
Apprentice - 2nd year	\$59.46	\$89.19	\$98.11	\$104.06	\$89.19	\$59.46
Apprentice - 3rd year	\$59.46	\$89.19	\$98.11	\$104.06	\$89.19	\$59.46

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	\$1.01 per hour
Confined spaces allowance (electrical/ mechanical) - production & engineering employees only	\$0.85 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	\$2.44 per shift
First aid officer allowance - production & engineering (not open cut or underground work) & Staff employees	\$8.06 per day or per shift
First aid attendant allowance - production & engineering (not open cut or underground work) & Staff employees	\$4.77 per day or per shift
Height money allowance (electrical/ mechanical) - production & engineering employees only	\$2.44 per shift
Meal allowance	\$19.77
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	\$6.26 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	\$108.83 per day
Stand-by allowance - Mines rescue service employees only - not duty officers - stand-by roster that includes Saturdays and/or Sundays	\$198.46 per day
Stand-by allowance - Mines rescue service employees only - duty officers - Monday to Friday stand-by roster	\$128.03 per day
Stand-by allowance - Mines rescue service employees only - duty officers - stand-by roster that includes Saturdays and/or Sundays	\$256.05 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

Allowances	Rate
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	\$13.52 per week
Transport allowance when working shiftwork or overtime - normal means of transport unavailable	payment for 1 hour at the minimum hourly rate or the provision of transport at the employer's cost
Underground allowance (electrical/mechanical) - production & engineering adult employees only	\$2.44 per day or per shift
Washery allowance - production & engineering employees only	\$6.68 per day or per shift
Water money allowance - production & engineering employees only	\$5.20 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