Pay Guide - Mining Industry Award [MA000011]

Published 24 June 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

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

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 the Pay and Conditions Tool.

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

If an apprentice started their apprenticeship before 1 January 2014, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.

Adult

Mining industry services employees - 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
Entry level - introductory	$1,046.31	$27.53	$41.30	$55.06	$55.06	$55.06
Level 1 - basic	$1,088.71	$28.65	$42.98	$57.30	$57.30	$57.30
Level 2 - intermediate	$1,127.61	$29.67	$44.51	$59.34	$59.34	$59.34

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
Entry level - introductory	$68.83	$31.66	$31.66	$35.79	$41.30	$55.06
Level 1 - basic	$71.63	$32.95	$32.95	$37.25	$42.98	$57.30
Level 2 - intermediate	$74.18	$34.12	$34.12	$38.57	$44.51	$59.34

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
Entry level - introductory	$41.30	$55.06	$55.06	$55.06	$68.83	$55.06
Level 1 - basic	$42.98	$57.30	$57.30	$57.30	$71.63	$57.30
Level 2 - intermediate	$44.51	$59.34	$59.34	$59.34	$74.18	$59.34

Mining industry surface mining and haulage employees - 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
Entry level - introductory	$1,046.31	$27.53	$41.30	$55.06	$55.06	$55.06
Level 1 - basic	$1,088.71	$28.65	$42.98	$57.30	$57.30	$57.30
Level 2 - intermediate	$1,127.61	$29.67	$44.51	$59.34	$59.34	$59.34
Level 3 - competent	$1,160.51	$30.54	$45.81	$61.08	$61.08	$61.08
Level 4 - advanced	$1,235.31	$32.51	$48.77	$65.02	$65.02	$65.02

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
Entry level - introductory	$68.83	$31.66	$31.66	$35.79	$41.30	$55.06
Level 1 - basic	$71.63	$32.95	$32.95	$37.25	$42.98	$57.30
Level 2 - intermediate	$74.18	$34.12	$34.12	$38.57	$44.51	$59.34
Level 3 - competent	$76.35	$35.12	$35.12	$39.70	$45.81	$61.08
Level 4 - advanced	$81.28	$37.39	$37.39	$42.26	$48.77	$65.02

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
Entry level - introductory	$41.30	$55.06	$55.06	$55.06	$68.83	$55.06
Level 1 - basic	$42.98	$57.30	$57.30	$57.30	$71.63	$57.30
Level 2 - intermediate	$44.51	$59.34	$59.34	$59.34	$74.18	$59.34
Level 3 - competent	$45.81	$61.08	$61.08	$61.08	$76.35	$61.08
Level 4 - advanced	$48.77	$65.02	$65.02	$65.02	$81.28	$65.02

Mining industry processing employees - 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
Entry level - introductory	$1,046.31	$27.53	$41.30	$55.06	$55.06	$55.06
Level 1 - basic	$1,088.71	$28.65	$42.98	$57.30	$57.30	$57.30
Level 2 - intermediate	$1,127.61	$29.67	$44.51	$59.34	$59.34	$59.34
Level 3 - competent	$1,160.51	$30.54	$45.81	$61.08	$61.08	$61.08
Level 4 - advanced	$1,235.31	$32.51	$48.77	$65.02	$65.02	$65.02

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
Entry level - introductory	$68.83	$31.66	$31.66	$35.79	$41.30	$55.06
Level 1 - basic	$71.63	$32.95	$32.95	$37.25	$42.98	$57.30
Level 2 - intermediate	$74.18	$34.12	$34.12	$38.57	$44.51	$59.34
Level 3 - competent	$76.35	$35.12	$35.12	$39.70	$45.81	$61.08
Level 4 - advanced	$81.28	$37.39	$37.39	$42.26	$48.77	$65.02

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
Entry level - introductory	$41.30	$55.06	$55.06	$55.06	$68.83	$55.06
Level 1 - basic	$42.98	$57.30	$57.30	$57.30	$71.63	$57.30
Level 2 - intermediate	$44.51	$59.34	$59.34	$59.34	$74.18	$59.34
Level 3 - competent	$45.81	$61.08	$61.08	$61.08	$76.35	$61.08
Level 4 - advanced	$48.77	$65.02	$65.02	$65.02	$81.28	$65.02

Mining industry underground mine employees - 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
Entry level - introductory	$1,046.31	$27.53	$41.30	$55.06	$55.06	$55.06
Level 1 - basic	$1,088.71	$28.65	$42.98	$57.30	$57.30	$57.30
Level 2 - intermediate	$1,127.61	$29.67	$44.51	$59.34	$59.34	$59.34
Level 3 - competent	$1,160.51	$30.54	$45.81	$61.08	$61.08	$61.08
Level 4 - advanced	$1,235.31	$32.51	$48.77	$65.02	$65.02	$65.02
Level 5 - advanced specialist	$1,313.21	$34.56	$51.84	$69.12	$69.12	$69.12

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
Entry level - introductory	$68.83	$31.66	$31.66	$35.79	$41.30	$55.06
Level 1 - basic	$71.63	$32.95	$32.95	$37.25	$42.98	$57.30
Level 2 - intermediate	$74.18	$34.12	$34.12	$38.57	$44.51	$59.34
Level 3 - competent	$76.35	$35.12	$35.12	$39.70	$45.81	$61.08
Level 4 - advanced	$81.28	$37.39	$37.39	$42.26	$48.77	$65.02
Level 5 - advanced specialist	$86.40	$39.74	$39.74	$44.93	$51.84	$69.12

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
Entry level - introductory	$41.30	$55.06	$55.06	$55.06	$68.83	$55.06
Level 1 - basic	$42.98	$57.30	$57.30	$57.30	$71.63	$57.30
Level 2 - intermediate	$44.51	$59.34	$59.34	$59.34	$74.18	$59.34
Level 3 - competent	$45.81	$61.08	$61.08	$61.08	$76.35	$61.08
Level 4 - advanced	$48.77	$65.02	$65.02	$65.02	$81.28	$65.02
Level 5 - advanced specialist	$51.84	$69.12	$69.12	$69.12	$86.40	$69.12

Mining industry maintenance trades employees - 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
Level 3 - competent	$1,160.51	$30.54	$45.81	$61.08	$61.08	$61.08
Level 4 - advanced	$1,235.31	$32.51	$48.77	$65.02	$65.02	$65.02
Level 5 - advanced specialist	$1,313.21	$34.56	$51.84	$69.12	$69.12	$69.12
Level 6 - dual trade	$1,375.51	$36.20	$54.30	$72.40	$72.40	$72.40
Level 7 - dual trade instrument technician	$1,429.51	$37.62	$56.43	$75.24	$75.24	$75.24

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
Level 3 - competent	$76.35	$35.12	$35.12	$39.70	$45.81	$61.08
Level 4 - advanced	$81.28	$37.39	$37.39	$42.26	$48.77	$65.02
Level 5 - advanced specialist	$86.40	$39.74	$39.74	$44.93	$51.84	$69.12
Level 6 - dual trade	$90.50	$41.63	$41.63	$47.06	$54.30	$72.40
Level 7 - dual trade instrument technician	$94.05	$43.26	$43.26	$48.91	$56.43	$75.24

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
Level 3 - competent	$45.81	$61.08	$61.08	$61.08	$76.35	$61.08
Level 4 - advanced	$48.77	$65.02	$65.02	$65.02	$81.28	$65.02
Level 5 - advanced specialist	$51.84	$69.12	$69.12	$69.12	$86.40	$69.12
Level 6 - dual trade	$54.30	$72.40	$72.40	$72.40	$90.50	$72.40
Level 7 - dual trade instrument technician	$56.43	$75.24	$75.24	$75.24	$94.05	$75.24

Mining industry services employees - 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
Entry level - introductory	$34.41	$51.62	$68.82	$68.82	$68.82	$86.03
Level 1 - basic	$35.81	$53.72	$71.62	$71.62	$71.62	$89.53
Level 2 - intermediate	$37.09	$55.64	$74.18	$74.18	$74.18	$92.73

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
Entry level - introductory	$39.57	$39.57	$44.73	$51.62	$68.82	$51.62
Level 1 - basic	$41.18	$41.18	$46.55	$53.72	$71.62	$53.72
Level 2 - intermediate	$42.65	$42.65	$48.22	$55.64	$74.18	$55.64

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
Entry level - introductory	$68.82	$68.82	$68.82	$86.03	$68.82
Level 1 - basic	$71.62	$71.62	$71.62	$89.53	$71.62
Level 2 - intermediate	$74.18	$74.18	$74.18	$92.73	$74.18

Mining industry surface mining and haulage employees - 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
Entry level - introductory	$34.41	$51.62	$68.82	$68.82	$68.82	$86.03
Level 1 - basic	$35.81	$53.72	$71.62	$71.62	$71.62	$89.53
Level 2 - intermediate	$37.09	$55.64	$74.18	$74.18	$74.18	$92.73
Level 3 - competent	$38.18	$57.27	$76.36	$76.36	$76.36	$95.45
Level 4 - advanced	$40.64	$60.96	$81.28	$81.28	$81.28	$101.60

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
Entry level - introductory	$39.57	$39.57	$44.73	$51.62	$68.82	$51.62
Level 1 - basic	$41.18	$41.18	$46.55	$53.72	$71.62	$53.72
Level 2 - intermediate	$42.65	$42.65	$48.22	$55.64	$74.18	$55.64
Level 3 - competent	$43.91	$43.91	$49.63	$57.27	$76.36	$57.27
Level 4 - advanced	$46.74	$46.74	$52.83	$60.96	$81.28	$60.96

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
Entry level - introductory	$68.82	$68.82	$68.82	$86.03	$68.82
Level 1 - basic	$71.62	$71.62	$71.62	$89.53	$71.62
Level 2 - intermediate	$74.18	$74.18	$74.18	$92.73	$74.18
Level 3 - competent	$76.36	$76.36	$76.36	$95.45	$76.36
Level 4 - advanced	$81.28	$81.28	$81.28	$101.60	$81.28

Mining industry processing employees - 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
Entry level - introductory	$34.41	$51.62	$68.82	$68.82	$68.82	$86.03
Level 1 - basic	$35.81	$53.72	$71.62	$71.62	$71.62	$89.53
Level 2 - intermediate	$37.09	$55.64	$74.18	$74.18	$74.18	$92.73
Level 3 - competent	$38.18	$57.27	$76.36	$76.36	$76.36	$95.45
Level 4 - advanced	$40.64	$60.96	$81.28	$81.28	$81.28	$101.60

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
Entry level - introductory	$39.57	$39.57	$44.73	$51.62	$68.82	$51.62
Level 1 - basic	$41.18	$41.18	$46.55	$53.72	$71.62	$53.72
Level 2 - intermediate	$42.65	$42.65	$48.22	$55.64	$74.18	$55.64
Level 3 - competent	$43.91	$43.91	$49.63	$57.27	$76.36	$57.27
Level 4 - advanced	$46.74	$46.74	$52.83	$60.96	$81.28	$60.96

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
Entry level - introductory	$68.82	$68.82	$68.82	$86.03	$68.82
Level 1 - basic	$71.62	$71.62	$71.62	$89.53	$71.62
Level 2 - intermediate	$74.18	$74.18	$74.18	$92.73	$74.18
Level 3 - competent	$76.36	$76.36	$76.36	$95.45	$76.36
Level 4 - advanced	$81.28	$81.28	$81.28	$101.60	$81.28

Mining industry underground mine employees - 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
Entry level - introductory	$34.41	$51.62	$68.82	$68.82	$68.82	$86.03
Level 1 - basic	$35.81	$53.72	$71.62	$71.62	$71.62	$89.53
Level 2 - intermediate	$37.09	$55.64	$74.18	$74.18	$74.18	$92.73
Level 3 - competent	$38.18	$57.27	$76.36	$76.36	$76.36	$95.45
Level 4 - advanced	$40.64	$60.96	$81.28	$81.28	$81.28	$101.60
Level 5 - advanced specialist	$43.20	$64.80	$86.40	$86.40	$86.40	$108.00

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
Entry level - introductory	$39.57	$39.57	$44.73	$51.62	$68.82	$51.62
Level 1 - basic	$41.18	$41.18	$46.55	$53.72	$71.62	$53.72
Level 2 - intermediate	$42.65	$42.65	$48.22	$55.64	$74.18	$55.64
Level 3 - competent	$43.91	$43.91	$49.63	$57.27	$76.36	$57.27
Level 4 - advanced	$46.74	$46.74	$52.83	$60.96	$81.28	$60.96
Level 5 - advanced specialist	$49.68	$49.68	$56.16	$64.80	$86.40	$64.80

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
Entry level - introductory	$68.82	$68.82	$68.82	$86.03	$68.82
Level 1 - basic	$71.62	$71.62	$71.62	$89.53	$71.62
Level 2 - intermediate	$74.18	$74.18	$74.18	$92.73	$74.18
Level 3 - competent	$76.36	$76.36	$76.36	$95.45	$76.36
Level 4 - advanced	$81.28	$81.28	$81.28	$101.60	$81.28
Level 5 - advanced specialist	$86.40	$86.40	$86.40	$108.00	$86.40

Mining industry maintenance trades employees - 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
Level 3 - competent	$38.18	$57.27	$76.36	$76.36	$76.36	$95.45
Level 4 - advanced	$40.64	$60.96	$81.28	$81.28	$81.28	$101.60
Level 5 - advanced specialist	$43.20	$64.80	$86.40	$86.40	$86.40	$108.00
Level 6 - dual trade	$45.25	$67.88	$90.50	$90.50	$90.50	$113.13
Level 7 - dual trade instrument technician	$47.03	$70.55	$94.06	$94.06	$94.06	$117.58

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
Level 3 - competent	$43.91	$43.91	$49.63	$57.27	$76.36	$57.27
Level 4 - advanced	$46.74	$46.74	$52.83	$60.96	$81.28	$60.96
Level 5 - advanced specialist	$49.68	$49.68	$56.16	$64.80	$86.40	$64.80
Level 6 - dual trade	$52.04	$52.04	$58.83	$67.88	$90.50	$67.88
Level 7 - dual trade instrument technician	$54.08	$54.08	$61.14	$70.55	$94.06	$70.55

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
Level 3 - competent	$76.36	$76.36	$76.36	$95.45	$76.36
Level 4 - advanced	$81.28	$81.28	$81.28	$101.60	$81.28
Level 5 - advanced specialist	$86.40	$86.40	$86.40	$108.00	$86.40
Level 6 - dual trade	$90.50	$90.50	$90.50	$113.13	$90.50
Level 7 - dual trade instrument technician	$94.06	$94.06	$94.06	$117.58	$94.06

Junior - Mining industry services employees - Full-time & part-time - Under 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
Entry level - introductory	$795.09	$20.92	$31.38	$41.84	$41.84	$41.84
Level 1 - basic	$826.89	$21.76	$32.64	$43.52	$43.52	$43.52
Level 2 - intermediate	$856.06	$22.53	$33.80	$45.06	$45.06	$45.06

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
Entry level - introductory	$52.30	$24.06	$24.06	$27.20	$31.38	$41.84
Level 1 - basic	$54.40	$25.02	$25.02	$28.29	$32.64	$43.52
Level 2 - intermediate	$56.33	$25.91	$25.91	$29.29	$33.80	$45.06

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
Entry level - introductory	$31.38	$41.84	$41.84	$41.84	$52.30	$41.84
Level 1 - basic	$32.64	$43.52	$43.52	$43.52	$54.40	$43.52
Level 2 - intermediate	$33.80	$45.06	$45.06	$45.06	$56.33	$45.06

Junior - Mining industry surface mining and haulage employees - Full-time & part-time - Under 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
Entry level - introductory	$795.09	$20.92	$31.38	$41.84	$41.84	$41.84
Level 1 - basic	$826.89	$21.76	$32.64	$43.52	$43.52	$43.52
Level 2 - intermediate	$856.06	$22.53	$33.80	$45.06	$45.06	$45.06
Level 3 - competent	$880.74	$23.18	$34.77	$46.36	$46.36	$46.36
Level 4 - advanced	$936.84	$24.65	$36.98	$49.30	$49.30	$49.30

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
Entry level - introductory	$52.30	$24.06	$24.06	$27.20	$31.38	$41.84
Level 1 - basic	$54.40	$25.02	$25.02	$28.29	$32.64	$43.52
Level 2 - intermediate	$56.33	$25.91	$25.91	$29.29	$33.80	$45.06
Level 3 - competent	$57.95	$26.66	$26.66	$30.13	$34.77	$46.36
Level 4 - advanced	$61.63	$28.35	$28.35	$32.05	$36.98	$49.30

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
Entry level - introductory	$31.38	$41.84	$41.84	$41.84	$52.30	$41.84
Level 1 - basic	$32.64	$43.52	$43.52	$43.52	$54.40	$43.52
Level 2 - intermediate	$33.80	$45.06	$45.06	$45.06	$56.33	$45.06
Level 3 - competent	$34.77	$46.36	$46.36	$46.36	$57.95	$46.36
Level 4 - advanced	$36.98	$49.30	$49.30	$49.30	$61.63	$49.30

Junior - Mining industry processing employees - Full-time & part-time - Under 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
Entry level - introductory	$795.09	$20.92	$31.38	$41.84	$41.84	$41.84
Level 1 - basic	$826.89	$21.76	$32.64	$43.52	$43.52	$43.52
Level 2 - intermediate	$856.06	$22.53	$33.80	$45.06	$45.06	$45.06
Level 3 - competent	$880.74	$23.18	$34.77	$46.36	$46.36	$46.36
Level 4 - advanced	$936.84	$24.65	$36.98	$49.30	$49.30	$49.30

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
Entry level - introductory	$52.30	$24.06	$24.06	$27.20	$31.38	$41.84
Level 1 - basic	$54.40	$25.02	$25.02	$28.29	$32.64	$43.52
Level 2 - intermediate	$56.33	$25.91	$25.91	$29.29	$33.80	$45.06
Level 3 - competent	$57.95	$26.66	$26.66	$30.13	$34.77	$46.36
Level 4 - advanced	$61.63	$28.35	$28.35	$32.05	$36.98	$49.30

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
Entry level - introductory	$31.38	$41.84	$41.84	$41.84	$52.30	$41.84
Level 1 - basic	$32.64	$43.52	$43.52	$43.52	$54.40	$43.52
Level 2 - intermediate	$33.80	$45.06	$45.06	$45.06	$56.33	$45.06
Level 3 - competent	$34.77	$46.36	$46.36	$46.36	$57.95	$46.36
Level 4 - advanced	$36.98	$49.30	$49.30	$49.30	$61.63	$49.30

Junior - Mining industry underground mine employees - Full-time & part-time - Under 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
Entry level - introductory	$795.09	$20.92	$31.38	$41.84	$41.84	$41.84
Level 1 - basic	$826.89	$21.76	$32.64	$43.52	$43.52	$43.52
Level 2 - intermediate	$856.06	$22.53	$33.80	$45.06	$45.06	$45.06
Level 3 - competent	$880.74	$23.18	$34.77	$46.36	$46.36	$46.36
Level 4 - advanced	$936.84	$24.65	$36.98	$49.30	$49.30	$49.30

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
Entry level - introductory	$52.30	$24.06	$24.06	$27.20	$31.38	$41.84
Level 1 - basic	$54.40	$25.02	$25.02	$28.29	$32.64	$43.52
Level 2 - intermediate	$56.33	$25.91	$25.91	$29.29	$33.80	$45.06
Level 3 - competent	$57.95	$26.66	$26.66	$30.13	$34.77	$46.36
Level 4 - advanced	$61.63	$28.35	$28.35	$32.05	$36.98	$49.30

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
Entry level - introductory	$31.38	$41.84	$41.84	$41.84	$52.30	$41.84
Level 1 - basic	$32.64	$43.52	$43.52	$43.52	$54.40	$43.52
Level 2 - intermediate	$33.80	$45.06	$45.06	$45.06	$56.33	$45.06
Level 3 - competent	$34.77	$46.36	$46.36	$46.36	$57.95	$46.36
Level 4 - advanced	$36.98	$49.30	$49.30	$49.30	$61.63	$49.30

Junior - Mining industry services employees - 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
Entry level - introductory	$895.58	$23.57	$35.36	$47.14	$47.14	$47.14
Level 1 - basic	$931.62	$24.52	$36.78	$49.04	$49.04	$49.04
Level 2 - intermediate	$964.68	$25.39	$38.09	$50.78	$50.78	$50.78

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
Entry level - introductory	$58.93	$27.11	$27.11	$30.64	$35.36	$47.14
Level 1 - basic	$61.30	$28.20	$28.20	$31.88	$36.78	$49.04
Level 2 - intermediate	$63.48	$29.20	$29.20	$33.01	$38.09	$50.78

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
Entry level - introductory	$35.36	$47.14	$47.14	$47.14	$58.93	$47.14
Level 1 - basic	$36.78	$49.04	$49.04	$49.04	$61.30	$49.04
Level 2 - intermediate	$38.09	$50.78	$50.78	$50.78	$63.48	$50.78

Junior - Mining industry surface mining and haulage employees - 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
Entry level - introductory	$895.58	$23.57	$35.36	$47.14	$47.14	$47.14
Level 1 - basic	$931.62	$24.52	$36.78	$49.04	$49.04	$49.04
Level 2 - intermediate	$964.68	$25.39	$38.09	$50.78	$50.78	$50.78
Level 3 - competent	$992.65	$26.12	$39.18	$52.24	$52.24	$52.24
Level 4 - advanced	$1,056.23	$27.80	$41.70	$55.60	$55.60	$55.60

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
Entry level - introductory	$58.93	$27.11	$27.11	$30.64	$35.36	$47.14
Level 1 - basic	$61.30	$28.20	$28.20	$31.88	$36.78	$49.04
Level 2 - intermediate	$63.48	$29.20	$29.20	$33.01	$38.09	$50.78
Level 3 - competent	$65.30	$30.04	$30.04	$33.96	$39.18	$52.24
Level 4 - advanced	$69.50	$31.97	$31.97	$36.14	$41.70	$55.60

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
Entry level - introductory	$35.36	$47.14	$47.14	$47.14	$58.93	$47.14
Level 1 - basic	$36.78	$49.04	$49.04	$49.04	$61.30	$49.04
Level 2 - intermediate	$38.09	$50.78	$50.78	$50.78	$63.48	$50.78
Level 3 - competent	$39.18	$52.24	$52.24	$52.24	$65.30	$52.24
Level 4 - advanced	$41.70	$55.60	$55.60	$55.60	$69.50	$55.60

Junior - Mining industry processing employees - 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
Entry level - introductory	$895.58	$23.57	$35.36	$47.14	$47.14	$47.14
Level 1 - basic	$931.62	$24.52	$36.78	$49.04	$49.04	$49.04
Level 2 - intermediate	$964.68	$25.39	$38.09	$50.78	$50.78	$50.78
Level 3 - competent	$992.65	$26.12	$39.18	$52.24	$52.24	$52.24
Level 4 - advanced	$1,056.23	$27.80	$41.70	$55.60	$55.60	$55.60

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
Entry level - introductory	$58.93	$27.11	$27.11	$30.64	$35.36	$47.14
Level 1 - basic	$61.30	$28.20	$28.20	$31.88	$36.78	$49.04
Level 2 - intermediate	$63.48	$29.20	$29.20	$33.01	$38.09	$50.78
Level 3 - competent	$65.30	$30.04	$30.04	$33.96	$39.18	$52.24
Level 4 - advanced	$69.50	$31.97	$31.97	$36.14	$41.70	$55.60

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
Entry level - introductory	$35.36	$47.14	$47.14	$47.14	$58.93	$47.14
Level 1 - basic	$36.78	$49.04	$49.04	$49.04	$61.30	$49.04
Level 2 - intermediate	$38.09	$50.78	$50.78	$50.78	$63.48	$50.78
Level 3 - competent	$39.18	$52.24	$52.24	$52.24	$65.30	$52.24
Level 4 - advanced	$41.70	$55.60	$55.60	$55.60	$69.50	$55.60

Junior - Mining industry underground mine employees - 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
Entry level - introductory	$895.58	$23.57	$35.36	$47.14	$47.14	$47.14
Level 1 - basic	$931.62	$24.52	$36.78	$49.04	$49.04	$49.04
Level 2 - intermediate	$964.68	$25.39	$38.09	$50.78	$50.78	$50.78
Level 3 - competent	$992.65	$26.12	$39.18	$52.24	$52.24	$52.24
Level 4 - advanced	$1,056.23	$27.80	$41.70	$55.60	$55.60	$55.60

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
Entry level - introductory	$58.93	$27.11	$27.11	$30.64	$35.36	$47.14
Level 1 - basic	$61.30	$28.20	$28.20	$31.88	$36.78	$49.04
Level 2 - intermediate	$63.48	$29.20	$29.20	$33.01	$38.09	$50.78
Level 3 - competent	$65.30	$30.04	$30.04	$33.96	$39.18	$52.24
Level 4 - advanced	$69.50	$31.97	$31.97	$36.14	$41.70	$55.60

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
Entry level - introductory	$35.36	$47.14	$47.14	$47.14	$58.93	$47.14
Level 1 - basic	$36.78	$49.04	$49.04	$49.04	$61.30	$49.04
Level 2 - intermediate	$38.09	$50.78	$50.78	$50.78	$63.48	$50.78
Level 3 - competent	$39.18	$52.24	$52.24	$52.24	$65.30	$52.24
Level 4 - advanced	$41.70	$55.60	$55.60	$55.60	$69.50	$55.60

Junior - Mining industry services employees - Casual - Under 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
Entry level - introductory	$26.15	$39.23	$52.30	$52.30	$52.30	$65.38
Level 1 - basic	$27.20	$40.80	$54.40	$54.40	$54.40	$68.00
Level 2 - intermediate	$28.16	$42.24	$56.32	$56.32	$56.32	$70.40

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
Entry level - introductory	$30.07	$30.07	$34.00	$39.23	$52.30	$39.23
Level 1 - basic	$31.28	$31.28	$35.36	$40.80	$54.40	$40.80
Level 2 - intermediate	$32.38	$32.38	$36.61	$42.24	$56.32	$42.24

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
Entry level - introductory	$52.30	$52.30	$52.30	$65.38	$52.30
Level 1 - basic	$54.40	$54.40	$54.40	$68.00	$54.40
Level 2 - intermediate	$56.32	$56.32	$56.32	$70.40	$56.32

Junior - Mining industry surface mining and haulage employees - Casual - Under 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
Entry level - introductory	$26.15	$39.23	$52.30	$52.30	$52.30	$65.38
Level 1 - basic	$27.20	$40.80	$54.40	$54.40	$54.40	$68.00
Level 2 - intermediate	$28.16	$42.24	$56.32	$56.32	$56.32	$70.40
Level 3 - competent	$28.98	$43.47	$57.96	$57.96	$57.96	$72.45
Level 4 - advanced	$30.81	$46.22	$61.62	$61.62	$61.62	$77.03

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
Entry level - introductory	$30.07	$30.07	$34.00	$39.23	$52.30	$39.23
Level 1 - basic	$31.28	$31.28	$35.36	$40.80	$54.40	$40.80
Level 2 - intermediate	$32.38	$32.38	$36.61	$42.24	$56.32	$42.24
Level 3 - competent	$33.33	$33.33	$37.67	$43.47	$57.96	$43.47
Level 4 - advanced	$35.43	$35.43	$40.05	$46.22	$61.62	$46.22

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
Entry level - introductory	$52.30	$52.30	$52.30	$65.38	$52.30
Level 1 - basic	$54.40	$54.40	$54.40	$68.00	$54.40
Level 2 - intermediate	$56.32	$56.32	$56.32	$70.40	$56.32
Level 3 - competent	$57.96	$57.96	$57.96	$72.45	$57.96
Level 4 - advanced	$61.62	$61.62	$61.62	$77.03	$61.62

Junior - Mining industry processing employees - Casual - Under 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
Entry level - introductory	$26.15	$39.23	$52.30	$52.30	$52.30	$65.38
Level 1 - basic	$27.20	$40.80	$54.40	$54.40	$54.40	$68.00
Level 2 - intermediate	$28.16	$42.24	$56.32	$56.32	$56.32	$70.40
Level 3 - competent	$28.98	$43.47	$57.96	$57.96	$57.96	$72.45
Level 4 - advanced	$30.81	$46.22	$61.62	$61.62	$61.62	$77.03

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
Entry level - introductory	$30.07	$30.07	$34.00	$39.23	$52.30	$39.23
Level 1 - basic	$31.28	$31.28	$35.36	$40.80	$54.40	$40.80
Level 2 - intermediate	$32.38	$32.38	$36.61	$42.24	$56.32	$42.24
Level 3 - competent	$33.33	$33.33	$37.67	$43.47	$57.96	$43.47
Level 4 - advanced	$35.43	$35.43	$40.05	$46.22	$61.62	$46.22

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
Entry level - introductory	$52.30	$52.30	$52.30	$65.38	$52.30
Level 1 - basic	$54.40	$54.40	$54.40	$68.00	$54.40
Level 2 - intermediate	$56.32	$56.32	$56.32	$70.40	$56.32
Level 3 - competent	$57.96	$57.96	$57.96	$72.45	$57.96
Level 4 - advanced	$61.62	$61.62	$61.62	$77.03	$61.62

Junior - Mining industry underground mine employees - Casual - Under 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
Entry level - introductory	$26.15	$39.23	$52.30	$52.30	$52.30	$65.38
Level 1 - basic	$27.20	$40.80	$54.40	$54.40	$54.40	$68.00
Level 2 - intermediate	$28.16	$42.24	$56.32	$56.32	$56.32	$70.40
Level 3 - competent	$28.98	$43.47	$57.96	$57.96	$57.96	$72.45
Level 4 - advanced	$30.81	$46.22	$61.62	$61.62	$61.62	$77.03

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
Entry level - introductory	$30.07	$30.07	$34.00	$39.23	$52.30	$39.23
Level 1 - basic	$31.28	$31.28	$35.36	$40.80	$54.40	$40.80
Level 2 - intermediate	$32.38	$32.38	$36.61	$42.24	$56.32	$42.24
Level 3 - competent	$33.33	$33.33	$37.67	$43.47	$57.96	$43.47
Level 4 - advanced	$35.43	$35.43	$40.05	$46.22	$61.62	$46.22

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
Entry level - introductory	$52.30	$52.30	$52.30	$65.38	$52.30
Level 1 - basic	$54.40	$54.40	$54.40	$68.00	$54.40
Level 2 - intermediate	$56.32	$56.32	$56.32	$70.40	$56.32
Level 3 - competent	$57.96	$57.96	$57.96	$72.45	$57.96
Level 4 - advanced	$61.62	$61.62	$61.62	$77.03	$61.62

Junior - Mining industry services employees - 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
Entry level - introductory	$29.46	$44.19	$58.92	$58.92	$58.92	$73.65
Level 1 - basic	$30.65	$45.98	$61.30	$61.30	$61.30	$76.63
Level 2 - intermediate	$31.74	$47.61	$63.48	$63.48	$63.48	$79.35

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
Entry level - introductory	$33.88	$33.88	$38.30	$44.19	$58.92	$44.19
Level 1 - basic	$35.25	$35.25	$39.85	$45.98	$61.30	$45.98
Level 2 - intermediate	$36.50	$36.50	$41.26	$47.61	$63.48	$47.61

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
Entry level - introductory	$58.92	$58.92	$58.92	$73.65	$58.92
Level 1 - basic	$61.30	$61.30	$61.30	$76.63	$61.30
Level 2 - intermediate	$63.48	$63.48	$63.48	$79.35	$63.48

Junior - Mining industry surface mining and haulage employees - 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
Entry level - introductory	$29.46	$44.19	$58.92	$58.92	$58.92	$73.65
Level 1 - basic	$30.65	$45.98	$61.30	$61.30	$61.30	$76.63
Level 2 - intermediate	$31.74	$47.61	$63.48	$63.48	$63.48	$79.35
Level 3 - competent	$32.65	$48.98	$65.30	$65.30	$65.30	$81.63
Level 4 - advanced	$34.75	$52.13	$69.50	$69.50	$69.50	$86.88

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
Entry level - introductory	$33.88	$33.88	$38.30	$44.19	$58.92	$44.19
Level 1 - basic	$35.25	$35.25	$39.85	$45.98	$61.30	$45.98
Level 2 - intermediate	$36.50	$36.50	$41.26	$47.61	$63.48	$47.61
Level 3 - competent	$37.55	$37.55	$42.45	$48.98	$65.30	$48.98
Level 4 - advanced	$39.96	$39.96	$45.18	$52.13	$69.50	$52.13

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
Entry level - introductory	$58.92	$58.92	$58.92	$73.65	$58.92
Level 1 - basic	$61.30	$61.30	$61.30	$76.63	$61.30
Level 2 - intermediate	$63.48	$63.48	$63.48	$79.35	$63.48
Level 3 - competent	$65.30	$65.30	$65.30	$81.63	$65.30
Level 4 - advanced	$69.50	$69.50	$69.50	$86.88	$69.50

Junior - Mining industry processing employees - 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
Entry level - introductory	$29.46	$44.19	$58.92	$58.92	$58.92	$73.65
Level 1 - basic	$30.65	$45.98	$61.30	$61.30	$61.30	$76.63
Level 2 - intermediate	$31.74	$47.61	$63.48	$63.48	$63.48	$79.35
Level 3 - competent	$32.65	$48.98	$65.30	$65.30	$65.30	$81.63
Level 4 - advanced	$34.75	$52.13	$69.50	$69.50	$69.50	$86.88

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
Entry level - introductory	$33.88	$33.88	$38.30	$44.19	$58.92	$44.19
Level 1 - basic	$35.25	$35.25	$39.85	$45.98	$61.30	$45.98
Level 2 - intermediate	$36.50	$36.50	$41.26	$47.61	$63.48	$47.61
Level 3 - competent	$37.55	$37.55	$42.45	$48.98	$65.30	$48.98
Level 4 - advanced	$39.96	$39.96	$45.18	$52.13	$69.50	$52.13

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
Entry level - introductory	$58.92	$58.92	$58.92	$73.65	$58.92
Level 1 - basic	$61.30	$61.30	$61.30	$76.63	$61.30
Level 2 - intermediate	$63.48	$63.48	$63.48	$79.35	$63.48
Level 3 - competent	$65.30	$65.30	$65.30	$81.63	$65.30
Level 4 - advanced	$69.50	$69.50	$69.50	$86.88	$69.50

Junior - Mining industry underground mine employees - 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
Entry level - introductory	$29.46	$44.19	$58.92	$58.92	$58.92	$73.65
Level 1 - basic	$30.65	$45.98	$61.30	$61.30	$61.30	$76.63
Level 2 - intermediate	$31.74	$47.61	$63.48	$63.48	$63.48	$79.35
Level 3 - competent	$32.65	$48.98	$65.30	$65.30	$65.30	$81.63
Level 4 - advanced	$34.75	$52.13	$69.50	$69.50	$69.50	$86.88

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
Entry level - introductory	$33.88	$33.88	$38.30	$44.19	$58.92	$44.19
Level 1 - basic	$35.25	$35.25	$39.85	$45.98	$61.30	$45.98
Level 2 - intermediate	$36.50	$36.50	$41.26	$47.61	$63.48	$47.61
Level 3 - competent	$37.55	$37.55	$42.45	$48.98	$65.30	$48.98
Level 4 - advanced	$39.96	$39.96	$45.18	$52.13	$69.50	$52.13

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
Entry level - introductory	$58.92	$58.92	$58.92	$73.65	$58.92
Level 1 - basic	$61.30	$61.30	$61.30	$76.63	$61.30
Level 2 - intermediate	$63.48	$63.48	$63.48	$79.35	$63.48
Level 3 - competent	$65.30	$65.30	$65.30	$81.63	$65.30
Level 4 - advanced	$69.50	$69.50	$69.50	$86.88	$69.50

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	$15.82	$23.73	$31.64	$31.64	$31.64	$39.55
Apprentice - 2nd year	$18.76	$28.14	$37.52	$37.52	$37.52	$46.90
Apprentice - 3rd year	$23.18	$34.77	$46.36	$46.36	$46.36	$57.95
Apprentice - 4th year	$27.01	$40.52	$54.02	$54.02	$54.02	$67.53

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	$18.19	$18.19	$20.57	$23.73	$31.64	$23.73
Apprentice - 2nd year	$21.57	$21.57	$24.39	$28.14	$37.52	$28.14
Apprentice - 3rd year	$26.66	$26.66	$30.13	$34.77	$46.36	$34.77
Apprentice - 4th year	$31.06	$31.06	$35.11	$40.52	$54.02	$40.52

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	$31.64	$31.64	$31.64	$39.55	$31.64
Apprentice - 2nd year	$37.52	$37.52	$37.52	$46.90	$37.52
Apprentice - 3rd year	$46.36	$46.36	$46.36	$57.95	$46.36
Apprentice - 4th year	$54.02	$54.02	$54.02	$67.53	$54.02

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	$17.29	$25.94	$34.58	$34.58	$34.58	$43.23
Apprentice - 2nd year	$20.23	$30.35	$40.46	$40.46	$40.46	$50.58
Apprentice - 3rd year	$23.18	$34.77	$46.36	$46.36	$46.36	$57.95
Apprentice - 4th year	$27.01	$40.52	$54.02	$54.02	$54.02	$67.53

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	$19.88	$19.88	$22.48	$25.94	$34.58	$25.94
Apprentice - 2nd year	$23.26	$23.26	$26.30	$30.35	$40.46	$30.35
Apprentice - 3rd year	$26.66	$26.66	$30.13	$34.77	$46.36	$34.77
Apprentice - 4th year	$31.06	$31.06	$35.11	$40.52	$54.02	$40.52

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	$34.58	$34.58	$34.58	$43.23	$34.58
Apprentice - 2nd year	$40.46	$40.46	$40.46	$50.58	$40.46
Apprentice - 3rd year	$46.36	$46.36	$46.36	$57.95	$46.36
Apprentice - 4th year	$54.02	$54.02	$54.02	$67.53	$54.02

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	$24.65	$36.98	$49.30	$49.30	$49.30	$61.63
Apprentice - 2nd year	$27.53	$41.30	$55.06	$55.06	$55.06	$68.83
Apprentice - 3rd year	$27.53	$41.30	$55.06	$55.06	$55.06	$68.83
Apprentice - 4th year	$27.53	$41.30	$55.06	$55.06	$55.06	$68.83

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	$28.35	$28.35	$32.05	$36.98	$49.30	$36.98
Apprentice - 2nd year	$31.66	$31.66	$35.79	$41.30	$55.06	$41.30
Apprentice - 3rd year	$31.66	$31.66	$35.79	$41.30	$55.06	$41.30
Apprentice - 4th year	$31.66	$31.66	$35.79	$41.30	$55.06	$41.30

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	$49.30	$49.30	$49.30	$61.63	$49.30
Apprentice - 2nd year	$55.06	$55.06	$55.06	$68.83	$55.06
Apprentice - 3rd year	$55.06	$55.06	$55.06	$68.83	$55.06
Apprentice - 4th year	$55.06	$55.06	$55.06	$68.83	$55.06

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 - full-time employees	$22.38 per week
First aid allowance - part-time or casual employees	$0.59 per hour up to a maximum of $22.38 per week
* Industry allowance (already included in minimum hourly rate)	$1.09 per hour
Leading hand allowance - in charge of 3-10 employees - full-time employees	$49.24 per week
Leading hand allowance - in charge of 11-20 employees - full-time employees	$62.67 per week
Leading hand allowance - in charge of more than 20 employees - full-time employees	$84.27 per week
Leading hand allowance - in charge of 3-10 employees - part-time or casual employees	$1.30 per hour up to a maximum of $49.24 per week
Leading hand allowance - in charge of 11-20 employees - part-time or casual employees	$1.65 per hour up to a maximum of $62.67 per week
Leading hand allowance - in charge of more than 20 employees - part-time or casual employees	$2.22 per hour up to a maximum of $84.27 per week
* Licence allowance - electricians	$1.34 per hour
Meal allowance - overtime	$22.04 on each occasion when entitled to a rest break during overtime work
Rail allowance - locomotive drivers	30% of the minimum hourly rate (including any relevant all purpose allowance) for the relevant classification
Tool allowance - full-time employees	$17.86 per week
Tool allowance - part-time or casual employees	$0.47 per hour, up to a maximum of $17.86 per week
Underground allowance - not underground miners	$2.06 per hour
* Broken shift allowance - cooks and cooks assistants - drilling, prospecting & exploration	$0.32 per hour
Remote camp allowance - drilling, prospecting & exploration - meals not provided	$37.94 per day

Allowances	Rate
Remote camp allowance - drilling, prospecting & exploration - meals provided	$20.93 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.