



Fair Work  
OMBUDSMAN

## Pay Guide - Mining Industry Award

[MA000011]

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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 [PACT](#).

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

### Adult

#### Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon - first 3 hours	Saturday - before 12 noon - after 3 hours	Saturday - after 12 noon	Sunday
Mining industry services employees, Entry level - introductory	\$926.12	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74
Mining industry services employees, Level 1 - basic	\$967.92	\$25.47	\$38.21	\$50.94	\$50.94	\$50.94
Mining industry services employees, Level 2 - intermediate	\$1,002.42	\$26.38	\$39.57	\$52.76	\$52.76	\$52.76
Mining industry surface mining and haulage employees, Entry level - introductory	\$926.12	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74
Mining industry surface mining and haulage employees, Level 1 - basic	\$967.92	\$25.47	\$38.21	\$50.94	\$50.94	\$50.94
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$1,002.42	\$26.38	\$39.57	\$52.76	\$52.76	\$52.76
Mining industry surface mining and haulage employees, Level 3 - competent	\$1,031.82	\$27.15	\$40.73	\$54.30	\$54.30	\$54.30
Mining industry surface mining and haulage employees, Level 4 - advanced	\$1,098.32	\$28.90	\$43.35	\$57.80	\$57.80	\$57.80
Mining industry processing employees, Entry level - introductory	\$926.12	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74
Mining industry processing employees, Level 1 - basic	\$967.92	\$25.47	\$38.21	\$50.94	\$50.94	\$50.94

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>
Mining industry processing employees, Level 2 - intermediate	\$1,002.42	\$26.38	\$39.57	\$52.76	\$52.76	\$52.76
Mining industry processing employees, Level 3 - competent	\$1,031.82	\$27.15	\$40.73	\$54.30	\$54.30	\$54.30
Mining industry processing employees, Level 4 - advanced	\$1,098.32	\$28.90	\$43.35	\$57.80	\$57.80	\$57.80
Mining industry underground mine employees, Entry level - introductory	\$926.12	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74
Mining industry underground mine employees, Level 1 - basic	\$967.92	\$25.47	\$38.21	\$50.94	\$50.94	\$50.94
Mining industry underground mine employees, Level 2 - intermediate	\$1,002.42	\$26.38	\$39.57	\$52.76	\$52.76	\$52.76
Mining industry underground mine employees, Level 3 - competent	\$1,031.82	\$27.15	\$40.73	\$54.30	\$54.30	\$54.30
Mining industry underground mine employees, Level 4 - advanced	\$1,098.32	\$28.90	\$43.35	\$57.80	\$57.80	\$57.80
Mining industry underground mine employees, Level 5 - advanced specialist	\$1,167.42	\$30.72	\$46.08	\$61.44	\$61.44	\$61.44
Mining industry maintenance trades employees, Level 3 - competent	\$1,031.82	\$27.15	\$40.73	\$54.30	\$54.30	\$54.30
Mining industry maintenance trades employees, Level 4 - advanced	\$1,098.32	\$28.90	\$43.35	\$57.80	\$57.80	\$57.80
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$1,167.42	\$30.72	\$46.08	\$61.44	\$61.44	\$61.44
Mining industry maintenance trades employees, Level 6 - dual trade	\$1,222.82	\$32.18	\$48.27	\$64.36	\$64.36	\$64.36
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$1,270.92	\$33.45	\$50.18	\$66.90	\$66.90	\$66.90

**Table 2 of 3**

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$60.93	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74
Mining industry services employees, Level 1 - basic	\$63.68	\$29.29	\$29.29	\$33.11	\$38.21	\$50.94
Mining industry services employees, Level 2 - intermediate	\$65.95	\$30.34	\$30.34	\$34.29	\$39.57	\$52.76
Mining industry surface mining and haulage employees, Entry level - introductory	\$60.93	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74
Mining industry surface mining and haulage employees, Level 1 - basic	\$63.68	\$29.29	\$29.29	\$33.11	\$38.21	\$50.94
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$65.95	\$30.34	\$30.34	\$34.29	\$39.57	\$52.76
Mining industry surface mining and haulage employees, Level 3 - competent	\$67.88	\$31.22	\$31.22	\$35.30	\$40.73	\$54.30
Mining industry surface mining and haulage employees, Level 4 - advanced	\$72.25	\$33.24	\$33.24	\$37.57	\$43.35	\$57.80
Mining industry processing employees, Entry level - introductory	\$60.93	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74
Mining industry processing employees, Level 1 - basic	\$63.68	\$29.29	\$29.29	\$33.11	\$38.21	\$50.94
Mining industry processing employees, Level 2 - intermediate	\$65.95	\$30.34	\$30.34	\$34.29	\$39.57	\$52.76
Mining industry processing employees, Level 3 - competent	\$67.88	\$31.22	\$31.22	\$35.30	\$40.73	\$54.30
Mining industry processing employees, Level 4 - advanced	\$72.25	\$33.24	\$33.24	\$37.57	\$43.35	\$57.80
Mining industry underground mine employees, Entry level - introductory	\$60.93	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry underground mine employees, Level 1 - basic	\$63.68	\$29.29	\$29.29	\$33.11	\$38.21	\$50.94
Mining industry underground mine employees, Level 2 - intermediate	\$65.95	\$30.34	\$30.34	\$34.29	\$39.57	\$52.76
Mining industry underground mine employees, Level 3 - competent	\$67.88	\$31.22	\$31.22	\$35.30	\$40.73	\$54.30
Mining industry underground mine employees, Level 4 - advanced	\$72.25	\$33.24	\$33.24	\$37.57	\$43.35	\$57.80
Mining industry underground mine employees, Level 5 - advanced specialist	\$76.80	\$35.33	\$35.33	\$39.94	\$46.08	\$61.44
Mining industry maintenance trades employees, Level 3 - competent	\$67.88	\$31.22	\$31.22	\$35.30	\$40.73	\$54.30
Mining industry maintenance trades employees, Level 4 - advanced	\$72.25	\$33.24	\$33.24	\$37.57	\$43.35	\$57.80
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$76.80	\$35.33	\$35.33	\$39.94	\$46.08	\$61.44
Mining industry maintenance trades employees, Level 6 - dual trade	\$80.45	\$37.01	\$37.01	\$41.83	\$48.27	\$64.36
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$83.63	\$38.47	\$38.47	\$43.49	\$50.18	\$66.90

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74
Mining industry services employees, Level 1 - basic	\$38.21	\$50.94	\$50.94	\$50.94	\$63.68	\$50.94
Mining industry services employees, Level 2 - intermediate	\$39.57	\$52.76	\$52.76	\$52.76	\$65.95	\$52.76
Mining industry surface mining and haulage employees, Entry level - introductory	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74
Mining industry surface mining and haulage employees, Level 1 - basic	\$38.21	\$50.94	\$50.94	\$50.94	\$63.68	\$50.94
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$39.57	\$52.76	\$52.76	\$52.76	\$65.95	\$52.76
Mining industry surface mining and haulage employees, Level 3 - competent	\$40.73	\$54.30	\$54.30	\$54.30	\$67.88	\$54.30
Mining industry surface mining and haulage employees, Level 4 - advanced	\$43.35	\$57.80	\$57.80	\$57.80	\$72.25	\$57.80
Mining industry processing employees, Entry level - introductory	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74
Mining industry processing employees, Level 1 - basic	\$38.21	\$50.94	\$50.94	\$50.94	\$63.68	\$50.94
Mining industry processing employees, Level 2 - intermediate	\$39.57	\$52.76	\$52.76	\$52.76	\$65.95	\$52.76
Mining industry processing employees, Level 3 - competent	\$40.73	\$54.30	\$54.30	\$54.30	\$67.88	\$54.30
Mining industry processing employees, Level 4 - advanced	\$43.35	\$57.80	\$57.80	\$57.80	\$72.25	\$57.80
Mining industry underground mine employees, Entry level - introductory	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry underground mine employees, Level 1 - basic	\$38.21	\$50.94	\$50.94	\$50.94	\$63.68	\$50.94
Mining industry underground mine employees, Level 2 - intermediate	\$39.57	\$52.76	\$52.76	\$52.76	\$65.95	\$52.76
Mining industry underground mine employees, Level 3 - competent	\$40.73	\$54.30	\$54.30	\$54.30	\$67.88	\$54.30
Mining industry underground mine employees, Level 4 - advanced	\$43.35	\$57.80	\$57.80	\$57.80	\$72.25	\$57.80
Mining industry underground mine employees, Level 5 - advanced specialist	\$46.08	\$61.44	\$61.44	\$61.44	\$76.80	\$61.44
Mining industry maintenance trades employees, Level 3 - competent	\$40.73	\$54.30	\$54.30	\$54.30	\$67.88	\$54.30
Mining industry maintenance trades employees, Level 4 - advanced	\$43.35	\$57.80	\$57.80	\$57.80	\$72.25	\$57.80
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$46.08	\$61.44	\$61.44	\$61.44	\$76.80	\$61.44
Mining industry maintenance trades employees, Level 6 - dual trade	\$48.27	\$64.36	\$64.36	\$64.36	\$80.45	\$64.36
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$50.18	\$66.90	\$66.90	\$66.90	\$83.63	\$66.90

## Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - before 12 noon - first 3 hours	Saturday - before 12 noon - after 3 hours	Saturday - after 12 noon	Sunday	Public holiday
Mining industry services employees, Entry level - introductory	\$30.46	\$45.69	\$60.92	\$60.92	\$60.92	\$76.15
Mining industry services employees, Level 1 - basic	\$31.84	\$47.76	\$63.68	\$63.68	\$63.68	\$79.60
Mining industry services employees, Level 2 - intermediate	\$32.98	\$49.47	\$65.96	\$65.96	\$65.96	\$82.45
Mining industry surface mining and haulage employees, Entry level - introductory	\$30.46	\$45.69	\$60.92	\$60.92	\$60.92	\$76.15
Mining industry surface mining and haulage employees, Level 1 - basic	\$31.84	\$47.76	\$63.68	\$63.68	\$63.68	\$79.60
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$32.98	\$49.47	\$65.96	\$65.96	\$65.96	\$82.45
Mining industry surface mining and haulage employees, Level 3 - competent	\$33.94	\$50.91	\$67.88	\$67.88	\$67.88	\$84.85
Mining industry surface mining and haulage employees, Level 4 - advanced	\$36.13	\$54.20	\$72.26	\$72.26	\$72.26	\$90.33
Mining industry processing employees, Entry level - introductory	\$30.46	\$45.69	\$60.92	\$60.92	\$60.92	\$76.15
Mining industry processing employees, Level 1 - basic	\$31.84	\$47.76	\$63.68	\$63.68	\$63.68	\$79.60
Mining industry processing employees, Level 2 - intermediate	\$32.98	\$49.47	\$65.96	\$65.96	\$65.96	\$82.45
Mining industry processing employees, Level 3 - competent	\$33.94	\$50.91	\$67.88	\$67.88	\$67.88	\$84.85
Mining industry processing employees, Level 4 - advanced	\$36.13	\$54.20	\$72.26	\$72.26	\$72.26	\$90.33
Mining industry underground mine employees, Entry level - introductory	\$30.46	\$45.69	\$60.92	\$60.92	\$60.92	\$76.15

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>	<b>Public holiday</b>
Mining industry underground mine employees, Level 1 - basic	\$31.84	\$47.76	\$63.68	\$63.68	\$63.68	\$79.60
Mining industry underground mine employees, Level 2 - intermediate	\$32.98	\$49.47	\$65.96	\$65.96	\$65.96	\$82.45
Mining industry underground mine employees, Level 3 - competent	\$33.94	\$50.91	\$67.88	\$67.88	\$67.88	\$84.85
Mining industry underground mine employees, Level 4 - advanced	\$36.13	\$54.20	\$72.26	\$72.26	\$72.26	\$90.33
Mining industry underground mine employees, Level 5 - advanced specialist	\$38.40	\$57.60	\$76.80	\$76.80	\$76.80	\$96.00
Mining industry maintenance trades employees, Level 3 - competent	\$33.94	\$50.91	\$67.88	\$67.88	\$67.88	\$84.85
Mining industry maintenance trades employees, Level 4 - advanced	\$36.13	\$54.20	\$72.26	\$72.26	\$72.26	\$90.33
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$38.40	\$57.60	\$76.80	\$76.80	\$76.80	\$96.00
Mining industry maintenance trades employees, Level 6 - dual trade	\$40.23	\$60.35	\$80.46	\$80.46	\$80.46	\$100.58
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$41.81	\$62.72	\$83.62	\$83.62	\$83.62	\$104.53

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$35.03	\$35.03	\$39.60	\$45.69	\$60.92	\$45.69
Mining industry services employees, Level 1 - basic	\$36.62	\$36.62	\$41.39	\$47.76	\$63.68	\$47.76
Mining industry services employees, Level 2 - intermediate	\$37.93	\$37.93	\$42.87	\$49.47	\$65.96	\$49.47
Mining industry surface mining and haulage employees, Entry level - introductory	\$35.03	\$35.03	\$39.60	\$45.69	\$60.92	\$45.69
Mining industry surface mining and haulage employees, Level 1 - basic	\$36.62	\$36.62	\$41.39	\$47.76	\$63.68	\$47.76
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$37.93	\$37.93	\$42.87	\$49.47	\$65.96	\$49.47
Mining industry surface mining and haulage employees, Level 3 - competent	\$39.03	\$39.03	\$44.12	\$50.91	\$67.88	\$50.91
Mining industry surface mining and haulage employees, Level 4 - advanced	\$41.55	\$41.55	\$46.97	\$54.20	\$72.26	\$54.20
Mining industry processing employees, Entry level - introductory	\$35.03	\$35.03	\$39.60	\$45.69	\$60.92	\$45.69
Mining industry processing employees, Level 1 - basic	\$36.62	\$36.62	\$41.39	\$47.76	\$63.68	\$47.76
Mining industry processing employees, Level 2 - intermediate	\$37.93	\$37.93	\$42.87	\$49.47	\$65.96	\$49.47
Mining industry processing employees, Level 3 - competent	\$39.03	\$39.03	\$44.12	\$50.91	\$67.88	\$50.91
Mining industry processing employees, Level 4 - advanced	\$41.55	\$41.55	\$46.97	\$54.20	\$72.26	\$54.20
Mining industry underground mine employees, Entry level - introductory	\$35.03	\$35.03	\$39.60	\$45.69	\$60.92	\$45.69

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry underground mine employees, Level 1 - basic	\$36.62	\$36.62	\$41.39	\$47.76	\$63.68	\$47.76
Mining industry underground mine employees, Level 2 - intermediate	\$37.93	\$37.93	\$42.87	\$49.47	\$65.96	\$49.47
Mining industry underground mine employees, Level 3 - competent	\$39.03	\$39.03	\$44.12	\$50.91	\$67.88	\$50.91
Mining industry underground mine employees, Level 4 - advanced	\$41.55	\$41.55	\$46.97	\$54.20	\$72.26	\$54.20
Mining industry underground mine employees, Level 5 - advanced specialist	\$44.16	\$44.16	\$49.92	\$57.60	\$76.80	\$57.60
Mining industry maintenance trades employees, Level 3 - competent	\$39.03	\$39.03	\$44.12	\$50.91	\$67.88	\$50.91
Mining industry maintenance trades employees, Level 4 - advanced	\$41.55	\$41.55	\$46.97	\$54.20	\$72.26	\$54.20
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$44.16	\$44.16	\$49.92	\$57.60	\$76.80	\$57.60
Mining industry maintenance trades employees, Level 6 - dual trade	\$46.26	\$46.26	\$52.30	\$60.35	\$80.46	\$60.35
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$48.08	\$48.08	\$54.35	\$62.72	\$83.62	\$62.72

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$60.92	\$60.92	\$60.92	\$76.15	\$60.92
Mining industry services employees, Level 1 - basic	\$63.68	\$63.68	\$63.68	\$79.60	\$63.68
Mining industry services employees, Level 2 - intermediate	\$65.96	\$65.96	\$65.96	\$82.45	\$65.96
Mining industry surface mining and haulage employees, Entry level - introductory	\$60.92	\$60.92	\$60.92	\$76.15	\$60.92
Mining industry surface mining and haulage employees, Level 1 - basic	\$63.68	\$63.68	\$63.68	\$79.60	\$63.68
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$65.96	\$65.96	\$65.96	\$82.45	\$65.96
Mining industry surface mining and haulage employees, Level 3 - competent	\$67.88	\$67.88	\$67.88	\$84.85	\$67.88
Mining industry surface mining and haulage employees, Level 4 - advanced	\$72.26	\$72.26	\$72.26	\$90.33	\$72.26
Mining industry processing employees, Entry level - introductory	\$60.92	\$60.92	\$60.92	\$76.15	\$60.92
Mining industry processing employees, Level 1 - basic	\$63.68	\$63.68	\$63.68	\$79.60	\$63.68
Mining industry processing employees, Level 2 - intermediate	\$65.96	\$65.96	\$65.96	\$82.45	\$65.96
Mining industry processing employees, Level 3 - competent	\$67.88	\$67.88	\$67.88	\$84.85	\$67.88
Mining industry processing employees, Level 4 - advanced	\$72.26	\$72.26	\$72.26	\$90.33	\$72.26
Mining industry underground mine employees, Entry level - introductory	\$60.92	\$60.92	\$60.92	\$76.15	\$60.92

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry underground mine employees, Level 1 - basic	\$63.68	\$63.68	\$63.68	\$79.60	\$63.68
Mining industry underground mine employees, Level 2 - intermediate	\$65.96	\$65.96	\$65.96	\$82.45	\$65.96
Mining industry underground mine employees, Level 3 - competent	\$67.88	\$67.88	\$67.88	\$84.85	\$67.88
Mining industry underground mine employees, Level 4 - advanced	\$72.26	\$72.26	\$72.26	\$90.33	\$72.26
Mining industry underground mine employees, Level 5 - advanced specialist	\$76.80	\$76.80	\$76.80	\$96.00	\$76.80
Mining industry maintenance trades employees, Level 3 - competent	\$67.88	\$67.88	\$67.88	\$84.85	\$67.88
Mining industry maintenance trades employees, Level 4 - advanced	\$72.26	\$72.26	\$72.26	\$90.33	\$72.26
Mining industry maintenance trades employees, Level 5 - advanced specialist	\$76.80	\$76.80	\$76.80	\$96.00	\$76.80
Mining industry maintenance trades employees, Level 6 - dual trade	\$80.46	\$80.46	\$80.46	\$100.58	\$80.46
Mining industry maintenance trades employees, Level 7 - dual trade instrument technician	\$83.62	\$83.62	\$83.62	\$104.53	\$83.62

## Junior - 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
Mining industry services employees, Entry level - introductory	\$703.80	\$18.52	\$27.78	\$37.04	\$37.04	\$37.04
Mining industry services employees, Level 1 - basic	\$735.15	\$19.35	\$29.03	\$38.70	\$38.70	\$38.70
Mining industry services employees, Level 2 - intermediate	\$761.02	\$20.03	\$30.05	\$40.06	\$40.06	\$40.06
Mining industry surface mining and haulage employees, Entry level - introductory	\$703.80	\$18.52	\$27.78	\$37.04	\$37.04	\$37.04
Mining industry surface mining and haulage employees, Level 1 - basic	\$735.15	\$19.35	\$29.03	\$38.70	\$38.70	\$38.70
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$761.02	\$20.03	\$30.05	\$40.06	\$40.06	\$40.06
Mining industry surface mining and haulage employees, Level 3 - competent	\$783.07	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22
Mining industry surface mining and haulage employees, Level 4 - advanced	\$832.95	\$21.92	\$32.88	\$43.84	\$43.84	\$43.84
Mining industry processing employees, Entry level - introductory	\$703.80	\$18.52	\$27.78	\$37.04	\$37.04	\$37.04
Mining industry processing employees, Level 1 - basic	\$735.15	\$19.35	\$29.03	\$38.70	\$38.70	\$38.70
Mining industry processing employees, Level 2 - intermediate	\$761.02	\$20.03	\$30.05	\$40.06	\$40.06	\$40.06
Mining industry processing employees, Level 3 - competent	\$783.07	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22
Mining industry processing employees, Level 4 - advanced	\$832.95	\$21.92	\$32.88	\$43.84	\$43.84	\$43.84
Mining industry underground mine employees, Entry level - introductory	\$703.80	\$18.52	\$27.78	\$37.04	\$37.04	\$37.04
Mining industry underground mine employees, Level 1 - basic	\$735.15	\$19.35	\$29.03	\$38.70	\$38.70	\$38.70

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>
Mining industry underground mine employees, Level 2 - intermediate	\$761.02	\$20.03	\$30.05	\$40.06	\$40.06	\$40.06
Mining industry underground mine employees, Level 3 - competent	\$783.07	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22
Mining industry underground mine employees, Level 4 - advanced	\$832.95	\$21.92	\$32.88	\$43.84	\$43.84	\$43.84

**Table 2 of 3**

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$46.30	\$21.30	\$21.30	\$24.08	\$27.78	\$37.04
Mining industry services employees, Level 1 - basic	\$48.38	\$22.25	\$22.25	\$25.16	\$29.03	\$38.70
Mining industry services employees, Level 2 - intermediate	\$50.08	\$23.03	\$23.03	\$26.04	\$30.05	\$40.06
Mining industry surface mining and haulage employees, Entry level - introductory	\$46.30	\$21.30	\$21.30	\$24.08	\$27.78	\$37.04
Mining industry surface mining and haulage employees, Level 1 - basic	\$48.38	\$22.25	\$22.25	\$25.16	\$29.03	\$38.70
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$50.08	\$23.03	\$23.03	\$26.04	\$30.05	\$40.06
Mining industry surface mining and haulage employees, Level 3 - competent	\$51.53	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22
Mining industry surface mining and haulage employees, Level 4 - advanced	\$54.80	\$25.21	\$25.21	\$28.50	\$32.88	\$43.84
Mining industry processing employees, Entry level - introductory	\$46.30	\$21.30	\$21.30	\$24.08	\$27.78	\$37.04
Mining industry processing employees, Level 1 - basic	\$48.38	\$22.25	\$22.25	\$25.16	\$29.03	\$38.70
Mining industry processing employees, Level 2 - intermediate	\$50.08	\$23.03	\$23.03	\$26.04	\$30.05	\$40.06

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry processing employees, Level 3 - competent	\$51.53	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22
Mining industry processing employees, Level 4 - advanced	\$54.80	\$25.21	\$25.21	\$28.50	\$32.88	\$43.84
Mining industry underground mine employees, Entry level - introductory	\$46.30	\$21.30	\$21.30	\$24.08	\$27.78	\$37.04
Mining industry underground mine employees, Level 1 - basic	\$48.38	\$22.25	\$22.25	\$25.16	\$29.03	\$38.70
Mining industry underground mine employees, Level 2 - intermediate	\$50.08	\$23.03	\$23.03	\$26.04	\$30.05	\$40.06
Mining industry underground mine employees, Level 3 - competent	\$51.53	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22
Mining industry underground mine employees, Level 4 - advanced	\$54.80	\$25.21	\$25.21	\$28.50	\$32.88	\$43.84

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$27.78	\$37.04	\$37.04	\$37.04	\$46.30	\$37.04
Mining industry services employees, Level 1 - basic	\$29.03	\$38.70	\$38.70	\$38.70	\$48.38	\$38.70
Mining industry services employees, Level 2 - intermediate	\$30.05	\$40.06	\$40.06	\$40.06	\$50.08	\$40.06
Mining industry surface mining and haulage employees, Entry level - introductory	\$27.78	\$37.04	\$37.04	\$37.04	\$46.30	\$37.04
Mining industry surface mining and haulage employees, Level 1 - basic	\$29.03	\$38.70	\$38.70	\$38.70	\$48.38	\$38.70

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$30.05	\$40.06	\$40.06	\$40.06	\$50.08	\$40.06
Mining industry surface mining and haulage employees, Level 3 - competent	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Mining industry surface mining and haulage employees, Level 4 - advanced	\$32.88	\$43.84	\$43.84	\$43.84	\$54.80	\$43.84
Mining industry processing employees, Entry level - introductory	\$27.78	\$37.04	\$37.04	\$37.04	\$46.30	\$37.04
Mining industry processing employees, Level 1 - basic	\$29.03	\$38.70	\$38.70	\$38.70	\$48.38	\$38.70
Mining industry processing employees, Level 2 - intermediate	\$30.05	\$40.06	\$40.06	\$40.06	\$50.08	\$40.06
Mining industry processing employees, Level 3 - competent	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Mining industry processing employees, Level 4 - advanced	\$32.88	\$43.84	\$43.84	\$43.84	\$54.80	\$43.84
Mining industry underground mine employees, Entry level - introductory	\$27.78	\$37.04	\$37.04	\$37.04	\$46.30	\$37.04
Mining industry underground mine employees, Level 1 - basic	\$29.03	\$38.70	\$38.70	\$38.70	\$48.38	\$38.70
Mining industry underground mine employees, Level 2 - intermediate	\$30.05	\$40.06	\$40.06	\$40.06	\$50.08	\$40.06
Mining industry underground mine employees, Level 3 - competent	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Mining industry underground mine employees, Level 4 - advanced	\$32.88	\$43.84	\$43.84	\$43.84	\$54.80	\$43.84

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon - first 3 hours	Saturday - before 12 noon - after 3 hours	Saturday - after 12 noon	Sunday
Mining industry services employees, Entry level - introductory	\$792.73	\$20.86	\$31.29	\$41.72	\$41.72	\$41.72
Mining industry services employees, Level 1 - basic	\$828.26	\$21.80	\$32.70	\$43.60	\$43.60	\$43.60
Mining industry services employees, Level 2 - intermediate	\$857.58	\$22.57	\$33.86	\$45.14	\$45.14	\$45.14
Mining industry surface mining and haulage employees, Entry level - introductory	\$792.73	\$20.86	\$31.29	\$41.72	\$41.72	\$41.72
Mining industry surface mining and haulage employees, Level 1 - basic	\$828.26	\$21.80	\$32.70	\$43.60	\$43.60	\$43.60
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$857.58	\$22.57	\$33.86	\$45.14	\$45.14	\$45.14
Mining industry surface mining and haulage employees, Level 3 - competent	\$882.57	\$23.23	\$34.85	\$46.46	\$46.46	\$46.46
Mining industry surface mining and haulage employees, Level 4 - advanced	\$939.10	\$24.71	\$37.07	\$49.42	\$49.42	\$49.42
Mining industry processing employees, Entry level - introductory	\$792.73	\$20.86	\$31.29	\$41.72	\$41.72	\$41.72
Mining industry processing employees, Level 1 - basic	\$828.26	\$21.80	\$32.70	\$43.60	\$43.60	\$43.60
Mining industry processing employees, Level 2 - intermediate	\$857.58	\$22.57	\$33.86	\$45.14	\$45.14	\$45.14
Mining industry processing employees, Level 3 - competent	\$882.57	\$23.23	\$34.85	\$46.46	\$46.46	\$46.46
Mining industry processing employees, Level 4 - advanced	\$939.10	\$24.71	\$37.07	\$49.42	\$49.42	\$49.42
Mining industry underground mine employees, Entry level - introductory	\$792.73	\$20.86	\$31.29	\$41.72	\$41.72	\$41.72
Mining industry underground mine employees, Level 1 - basic	\$828.26	\$21.80	\$32.70	\$43.60	\$43.60	\$43.60

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>
Mining industry underground mine employees, Level 2 - intermediate	\$857.58	\$22.57	\$33.86	\$45.14	\$45.14	\$45.14
Mining industry underground mine employees, Level 3 - competent	\$882.57	\$23.23	\$34.85	\$46.46	\$46.46	\$46.46
Mining industry underground mine employees, Level 4 - advanced	\$939.10	\$24.71	\$37.07	\$49.42	\$49.42	\$49.42

**Table 2 of 3**

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$52.15	\$23.99	\$23.99	\$27.12	\$31.29	\$41.72
Mining industry services employees, Level 1 - basic	\$54.50	\$25.07	\$25.07	\$28.34	\$32.70	\$43.60
Mining industry services employees, Level 2 - intermediate	\$56.43	\$25.96	\$25.96	\$29.34	\$33.86	\$45.14
Mining industry surface mining and haulage employees, Entry level - introductory	\$52.15	\$23.99	\$23.99	\$27.12	\$31.29	\$41.72
Mining industry surface mining and haulage employees, Level 1 - basic	\$54.50	\$25.07	\$25.07	\$28.34	\$32.70	\$43.60
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$56.43	\$25.96	\$25.96	\$29.34	\$33.86	\$45.14
Mining industry surface mining and haulage employees, Level 3 - competent	\$58.08	\$26.71	\$26.71	\$30.20	\$34.85	\$46.46
Mining industry surface mining and haulage employees, Level 4 - advanced	\$61.78	\$28.42	\$28.42	\$32.12	\$37.07	\$49.42
Mining industry processing employees, Entry level - introductory	\$52.15	\$23.99	\$23.99	\$27.12	\$31.29	\$41.72
Mining industry processing employees, Level 1 - basic	\$54.50	\$25.07	\$25.07	\$28.34	\$32.70	\$43.60

<b>Classification</b>	<b>Public holiday</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>
Mining industry processing employees, Level 2 - intermediate	\$56.43	\$25.96	\$25.96	\$29.34	\$33.86	\$45.14
Mining industry processing employees, Level 3 - competent	\$58.08	\$26.71	\$26.71	\$30.20	\$34.85	\$46.46
Mining industry processing employees, Level 4 - advanced	\$61.78	\$28.42	\$28.42	\$32.12	\$37.07	\$49.42
Mining industry underground mine employees, Entry level - introductory	\$52.15	\$23.99	\$23.99	\$27.12	\$31.29	\$41.72
Mining industry underground mine employees, Level 1 - basic	\$54.50	\$25.07	\$25.07	\$28.34	\$32.70	\$43.60
Mining industry underground mine employees, Level 2 - intermediate	\$56.43	\$25.96	\$25.96	\$29.34	\$33.86	\$45.14
Mining industry underground mine employees, Level 3 - competent	\$58.08	\$26.71	\$26.71	\$30.20	\$34.85	\$46.46
Mining industry underground mine employees, Level 4 - advanced	\$61.78	\$28.42	\$28.42	\$32.12	\$37.07	\$49.42

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$31.29	\$41.72	\$41.72	\$41.72	\$52.15	\$41.72
Mining industry services employees, Level 1 - basic	\$32.70	\$43.60	\$43.60	\$43.60	\$54.50	\$43.60
Mining industry services employees, Level 2 - intermediate	\$33.86	\$45.14	\$45.14	\$45.14	\$56.43	\$45.14
Mining industry surface mining and haulage employees, Entry level - introductory	\$31.29	\$41.72	\$41.72	\$41.72	\$52.15	\$41.72

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry surface mining and haulage employees, Level 1 - basic	\$32.70	\$43.60	\$43.60	\$43.60	\$54.50	\$43.60
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$33.86	\$45.14	\$45.14	\$45.14	\$56.43	\$45.14
Mining industry surface mining and haulage employees, Level 3 - competent	\$34.85	\$46.46	\$46.46	\$46.46	\$58.08	\$46.46
Mining industry surface mining and haulage employees, Level 4 - advanced	\$37.07	\$49.42	\$49.42	\$49.42	\$61.78	\$49.42
Mining industry processing employees, Entry level - introductory	\$31.29	\$41.72	\$41.72	\$41.72	\$52.15	\$41.72
Mining industry processing employees, Level 1 - basic	\$32.70	\$43.60	\$43.60	\$43.60	\$54.50	\$43.60
Mining industry processing employees, Level 2 - intermediate	\$33.86	\$45.14	\$45.14	\$45.14	\$56.43	\$45.14
Mining industry processing employees, Level 3 - competent	\$34.85	\$46.46	\$46.46	\$46.46	\$58.08	\$46.46
Mining industry processing employees, Level 4 - advanced	\$37.07	\$49.42	\$49.42	\$49.42	\$61.78	\$49.42
Mining industry underground mine employees, Entry level - introductory	\$31.29	\$41.72	\$41.72	\$41.72	\$52.15	\$41.72
Mining industry underground mine employees, Level 1 - basic	\$32.70	\$43.60	\$43.60	\$43.60	\$54.50	\$43.60
Mining industry underground mine employees, Level 2 - intermediate	\$33.86	\$45.14	\$45.14	\$45.14	\$56.43	\$45.14
Mining industry underground mine employees, Level 3 - competent	\$34.85	\$46.46	\$46.46	\$46.46	\$58.08	\$46.46
Mining industry underground mine employees, Level 4 - advanced	\$37.07	\$49.42	\$49.42	\$49.42	\$61.78	\$49.42

## Junior - 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
Mining industry services employees, Entry level - introductory	\$23.15	\$34.73	\$46.30	\$46.30	\$46.30	\$57.88
Mining industry services employees, Level 1 - basic	\$24.19	\$36.29	\$48.38	\$48.38	\$48.38	\$60.48
Mining industry services employees, Level 2 - intermediate	\$25.04	\$37.56	\$50.08	\$50.08	\$50.08	\$62.60
Mining industry surface mining and haulage employees, Entry level - introductory	\$23.15	\$34.73	\$46.30	\$46.30	\$46.30	\$57.88
Mining industry surface mining and haulage employees, Level 1 - basic	\$24.19	\$36.29	\$48.38	\$48.38	\$48.38	\$60.48
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$25.04	\$37.56	\$50.08	\$50.08	\$50.08	\$62.60
Mining industry surface mining and haulage employees, Level 3 - competent	\$25.76	\$38.64	\$51.52	\$51.52	\$51.52	\$64.40
Mining industry surface mining and haulage employees, Level 4 - advanced	\$27.40	\$41.10	\$54.80	\$54.80	\$54.80	\$68.50
Mining industry processing employees, Entry level - introductory	\$23.15	\$34.73	\$46.30	\$46.30	\$46.30	\$57.88
Mining industry processing employees, Level 1 - basic	\$24.19	\$36.29	\$48.38	\$48.38	\$48.38	\$60.48
Mining industry processing employees, Level 2 - intermediate	\$25.04	\$37.56	\$50.08	\$50.08	\$50.08	\$62.60
Mining industry processing employees, Level 3 - competent	\$25.76	\$38.64	\$51.52	\$51.52	\$51.52	\$64.40
Mining industry processing employees, Level 4 - advanced	\$27.40	\$41.10	\$54.80	\$54.80	\$54.80	\$68.50
Mining industry underground mine employees, Entry level - introductory	\$23.15	\$34.73	\$46.30	\$46.30	\$46.30	\$57.88
Mining industry underground mine employees, Level 1 - basic	\$24.19	\$36.29	\$48.38	\$48.38	\$48.38	\$60.48

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>	<b>Public holiday</b>
Mining industry underground mine employees, Level 2 - intermediate	\$25.04	\$37.56	\$50.08	\$50.08	\$50.08	\$62.60
Mining industry underground mine employees, Level 3 - competent	\$25.76	\$38.64	\$51.52	\$51.52	\$51.52	\$64.40
Mining industry underground mine employees, Level 4 - advanced	\$27.40	\$41.10	\$54.80	\$54.80	\$54.80	\$68.50

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$26.62	\$26.62	\$30.10	\$34.73	\$46.30	\$34.73
Mining industry services employees, Level 1 - basic	\$27.82	\$27.82	\$31.45	\$36.29	\$48.38	\$36.29
Mining industry services employees, Level 2 - intermediate	\$28.80	\$28.80	\$32.55	\$37.56	\$50.08	\$37.56
Mining industry surface mining and haulage employees, Entry level - introductory	\$26.62	\$26.62	\$30.10	\$34.73	\$46.30	\$34.73
Mining industry surface mining and haulage employees, Level 1 - basic	\$27.82	\$27.82	\$31.45	\$36.29	\$48.38	\$36.29
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$28.80	\$28.80	\$32.55	\$37.56	\$50.08	\$37.56
Mining industry surface mining and haulage employees, Level 3 - competent	\$29.62	\$29.62	\$33.49	\$38.64	\$51.52	\$38.64
Mining industry surface mining and haulage employees, Level 4 - advanced	\$31.51	\$31.51	\$35.62	\$41.10	\$54.80	\$41.10
Mining industry processing employees, Entry level - introductory	\$26.62	\$26.62	\$30.10	\$34.73	\$46.30	\$34.73

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry processing employees, Level 1 - basic	\$27.82	\$27.82	\$31.45	\$36.29	\$48.38	\$36.29
Mining industry processing employees, Level 2 - intermediate	\$28.80	\$28.80	\$32.55	\$37.56	\$50.08	\$37.56
Mining industry processing employees, Level 3 - competent	\$29.62	\$29.62	\$33.49	\$38.64	\$51.52	\$38.64
Mining industry processing employees, Level 4 - advanced	\$31.51	\$31.51	\$35.62	\$41.10	\$54.80	\$41.10
Mining industry underground mine employees, Entry level - introductory	\$26.62	\$26.62	\$30.10	\$34.73	\$46.30	\$34.73
Mining industry underground mine employees, Level 1 - basic	\$27.82	\$27.82	\$31.45	\$36.29	\$48.38	\$36.29
Mining industry underground mine employees, Level 2 - intermediate	\$28.80	\$28.80	\$32.55	\$37.56	\$50.08	\$37.56
Mining industry underground mine employees, Level 3 - competent	\$29.62	\$29.62	\$33.49	\$38.64	\$51.52	\$38.64
Mining industry underground mine employees, Level 4 - advanced	\$31.51	\$31.51	\$35.62	\$41.10	\$54.80	\$41.10

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$46.30	\$46.30	\$46.30	\$57.88	\$46.30
Mining industry services employees, Level 1 - basic	\$48.38	\$48.38	\$48.38	\$60.48	\$48.38
Mining industry services employees, Level 2 - intermediate	\$50.08	\$50.08	\$50.08	\$62.60	\$50.08

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry surface mining and haulage employees, Entry level - introductory	\$46.30	\$46.30	\$46.30	\$57.88	\$46.30
Mining industry surface mining and haulage employees, Level 1 - basic	\$48.38	\$48.38	\$48.38	\$60.48	\$48.38
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$50.08	\$50.08	\$50.08	\$62.60	\$50.08
Mining industry surface mining and haulage employees, Level 3 - competent	\$51.52	\$51.52	\$51.52	\$64.40	\$51.52
Mining industry surface mining and haulage employees, Level 4 - advanced	\$54.80	\$54.80	\$54.80	\$68.50	\$54.80
Mining industry processing employees, Entry level - introductory	\$46.30	\$46.30	\$46.30	\$57.88	\$46.30
Mining industry processing employees, Level 1 - basic	\$48.38	\$48.38	\$48.38	\$60.48	\$48.38
Mining industry processing employees, Level 2 - intermediate	\$50.08	\$50.08	\$50.08	\$62.60	\$50.08
Mining industry processing employees, Level 3 - competent	\$51.52	\$51.52	\$51.52	\$64.40	\$51.52
Mining industry processing employees, Level 4 - advanced	\$54.80	\$54.80	\$54.80	\$68.50	\$54.80
Mining industry underground mine employees, Entry level - introductory	\$46.30	\$46.30	\$46.30	\$57.88	\$46.30
Mining industry underground mine employees, Level 1 - basic	\$48.38	\$48.38	\$48.38	\$60.48	\$48.38
Mining industry underground mine employees, Level 2 - intermediate	\$50.08	\$50.08	\$50.08	\$62.60	\$50.08
Mining industry underground mine employees, Level 3 - competent	\$51.52	\$51.52	\$51.52	\$64.40	\$51.52
Mining industry underground mine employees, Level 4 - advanced	\$54.80	\$54.80	\$54.80	\$68.50	\$54.80

## Junior - Casual - 17 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - before 12 noon - first 3 hours	Saturday - before 12 noon - after 3 hours	Saturday - after 12 noon	Sunday	Public holiday
Mining industry services employees, Entry level - introductory	\$26.08	\$39.12	\$52.16	\$52.16	\$52.16	\$65.20
Mining industry services employees, Level 1 - basic	\$27.25	\$40.88	\$54.50	\$54.50	\$54.50	\$68.13
Mining industry services employees, Level 2 - intermediate	\$28.21	\$42.32	\$56.42	\$56.42	\$56.42	\$70.53
Mining industry surface mining and haulage employees, Entry level - introductory	\$26.08	\$39.12	\$52.16	\$52.16	\$52.16	\$65.20
Mining industry surface mining and haulage employees, Level 1 - basic	\$27.25	\$40.88	\$54.50	\$54.50	\$54.50	\$68.13
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$28.21	\$42.32	\$56.42	\$56.42	\$56.42	\$70.53
Mining industry surface mining and haulage employees, Level 3 - competent	\$29.04	\$43.56	\$58.08	\$58.08	\$58.08	\$72.60
Mining industry surface mining and haulage employees, Level 4 - advanced	\$30.89	\$46.34	\$61.78	\$61.78	\$61.78	\$77.23
Mining industry processing employees, Entry level - introductory	\$26.08	\$39.12	\$52.16	\$52.16	\$52.16	\$65.20
Mining industry processing employees, Level 1 - basic	\$27.25	\$40.88	\$54.50	\$54.50	\$54.50	\$68.13
Mining industry processing employees, Level 2 - intermediate	\$28.21	\$42.32	\$56.42	\$56.42	\$56.42	\$70.53
Mining industry processing employees, Level 3 - competent	\$29.04	\$43.56	\$58.08	\$58.08	\$58.08	\$72.60
Mining industry processing employees, Level 4 - advanced	\$30.89	\$46.34	\$61.78	\$61.78	\$61.78	\$77.23
Mining industry underground mine employees, Entry level - introductory	\$26.08	\$39.12	\$52.16	\$52.16	\$52.16	\$65.20
Mining industry underground mine employees, Level 1 - basic	\$27.25	\$40.88	\$54.50	\$54.50	\$54.50	\$68.13

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday - before 12 noon - first 3 hours</b>	<b>Saturday - before 12 noon - after 3 hours</b>	<b>Saturday - after 12 noon</b>	<b>Sunday</b>	<b>Public holiday</b>
Mining industry underground mine employees, Level 2 - intermediate	\$28.21	\$42.32	\$56.42	\$56.42	\$56.42	\$70.53
Mining industry underground mine employees, Level 3 - competent	\$29.04	\$43.56	\$58.08	\$58.08	\$58.08	\$72.60
Mining industry underground mine employees, Level 4 - advanced	\$30.89	\$46.34	\$61.78	\$61.78	\$61.78	\$77.23

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry services employees, Entry level - introductory	\$29.99	\$29.99	\$33.90	\$39.12	\$52.16	\$39.12
Mining industry services employees, Level 1 - basic	\$31.34	\$31.34	\$35.43	\$40.88	\$54.50	\$40.88
Mining industry services employees, Level 2 - intermediate	\$32.44	\$32.44	\$36.67	\$42.32	\$56.42	\$42.32
Mining industry surface mining and haulage employees, Entry level - introductory	\$29.99	\$29.99	\$33.90	\$39.12	\$52.16	\$39.12
Mining industry surface mining and haulage employees, Level 1 - basic	\$31.34	\$31.34	\$35.43	\$40.88	\$54.50	\$40.88
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$32.44	\$32.44	\$36.67	\$42.32	\$56.42	\$42.32
Mining industry surface mining and haulage employees, Level 3 - competent	\$33.40	\$33.40	\$37.75	\$43.56	\$58.08	\$43.56
Mining industry surface mining and haulage employees, Level 4 - advanced	\$35.52	\$35.52	\$40.16	\$46.34	\$61.78	\$46.34
Mining industry processing employees, Entry level - introductory	\$29.99	\$29.99	\$33.90	\$39.12	\$52.16	\$39.12

<b>Classification</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - not continuous shiftworkers</b>
Mining industry processing employees, Level 1 - basic	\$31.34	\$31.34	\$35.43	\$40.88	\$54.50	\$40.88
Mining industry processing employees, Level 2 - intermediate	\$32.44	\$32.44	\$36.67	\$42.32	\$56.42	\$42.32
Mining industry processing employees, Level 3 - competent	\$33.40	\$33.40	\$37.75	\$43.56	\$58.08	\$43.56
Mining industry processing employees, Level 4 - advanced	\$35.52	\$35.52	\$40.16	\$46.34	\$61.78	\$46.34
Mining industry underground mine employees, Entry level - introductory	\$29.99	\$29.99	\$33.90	\$39.12	\$52.16	\$39.12
Mining industry underground mine employees, Level 1 - basic	\$31.34	\$31.34	\$35.43	\$40.88	\$54.50	\$40.88
Mining industry underground mine employees, Level 2 - intermediate	\$32.44	\$32.44	\$36.67	\$42.32	\$56.42	\$42.32
Mining industry underground mine employees, Level 3 - competent	\$33.40	\$33.40	\$37.75	\$43.56	\$58.08	\$43.56
Mining industry underground mine employees, Level 4 - advanced	\$35.52	\$35.52	\$40.16	\$46.34	\$61.78	\$46.34

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry services employees, Entry level - introductory	\$52.16	\$52.16	\$52.16	\$65.20	\$52.16
Mining industry services employees, Level 1 - basic	\$54.50	\$54.50	\$54.50	\$68.13	\$54.50
Mining industry services employees, Level 2 - intermediate	\$56.42	\$56.42	\$56.42	\$70.53	\$56.42

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - Saturday - after 12 noon - not continuous shiftworkers</b>	<b>Overtime - Sunday - not continuous shiftworkers</b>	<b>Overtime - public holiday - not continuous shiftworkers</b>	<b>Overtime - continuous shiftwork</b>
Mining industry surface mining and haulage employees, Entry level - introductory	\$52.16	\$52.16	\$52.16	\$65.20	\$52.16
Mining industry surface mining and haulage employees, Level 1 - basic	\$54.50	\$54.50	\$54.50	\$68.13	\$54.50
Mining industry surface mining and haulage employees, Level 2 - intermediate	\$56.42	\$56.42	\$56.42	\$70.53	\$56.42
Mining industry surface mining and haulage employees, Level 3 - competent	\$58.08	\$58.08	\$58.08	\$72.60	\$58.08
Mining industry surface mining and haulage employees, Level 4 - advanced	\$61.78	\$61.78	\$61.78	\$77.23	\$61.78
Mining industry processing employees, Entry level - introductory	\$52.16	\$52.16	\$52.16	\$65.20	\$52.16
Mining industry processing employees, Level 1 - basic	\$54.50	\$54.50	\$54.50	\$68.13	\$54.50
Mining industry processing employees, Level 2 - intermediate	\$56.42	\$56.42	\$56.42	\$70.53	\$56.42
Mining industry processing employees, Level 3 - competent	\$58.08	\$58.08	\$58.08	\$72.60	\$58.08
Mining industry processing employees, Level 4 - advanced	\$61.78	\$61.78	\$61.78	\$77.23	\$61.78
Mining industry underground mine employees, Entry level - introductory	\$52.16	\$52.16	\$52.16	\$65.20	\$52.16
Mining industry underground mine employees, Level 1 - basic	\$54.50	\$54.50	\$54.50	\$68.13	\$54.50
Mining industry underground mine employees, Level 2 - intermediate	\$56.42	\$56.42	\$56.42	\$70.53	\$56.42
Mining industry underground mine employees, Level 3 - competent	\$58.08	\$58.08	\$58.08	\$72.60	\$58.08
Mining industry underground mine employees, Level 4 - advanced	\$61.78	\$61.78	\$61.78	\$77.23	\$61.78

## Apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon - first 3 hours	Saturday - before 12 noon - after 3 hours	Saturday - after 12 noon	Sunday
Apprentice - 1st year	\$484.57	\$12.75	\$19.13	\$25.50	\$25.50	\$25.50
Apprentice - 2nd year	\$584.07	\$15.37	\$23.06	\$30.74	\$30.74	\$30.74
Apprentice - 3rd year	\$783.07	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22
Apprentice - 4th year	\$912.42	\$24.01	\$36.02	\$48.02	\$48.02	\$48.02

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
Apprentice - 1st year	\$31.88	\$14.66	\$14.66	\$16.58	\$19.13	\$25.50
Apprentice - 2nd year	\$38.43	\$17.68	\$17.68	\$19.98	\$23.06	\$30.74
Apprentice - 3rd year	\$51.53	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22
Apprentice - 4th year	\$60.03	\$27.61	\$27.61	\$31.21	\$36.02	\$48.02

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
Apprentice - 1st year	\$19.13	\$25.50	\$25.50	\$25.50	\$31.88	\$25.50
Apprentice - 2nd year	\$23.06	\$30.74	\$30.74	\$30.74	\$38.43	\$30.74
Apprentice - 3rd year	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Apprentice - 4th year	\$36.02	\$48.02	\$48.02	\$48.02	\$60.03	\$48.02

## 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	\$14.06	\$21.09	\$28.12	\$28.12	\$28.12	\$35.15
Apprentice - 2nd year	\$16.68	\$25.02	\$33.36	\$33.36	\$33.36	\$41.70
Apprentice - 3rd year	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53
Apprentice - 4th year	\$24.01	\$36.02	\$48.02	\$48.02	\$48.02	\$60.03

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
Apprentice - 1st year	\$16.17	\$16.17	\$18.28	\$21.09	\$28.12	\$21.09
Apprentice - 2nd year	\$19.18	\$19.18	\$21.68	\$25.02	\$33.36	\$25.02
Apprentice - 3rd year	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22	\$30.92
Apprentice - 4th year	\$27.61	\$27.61	\$31.21	\$36.02	\$48.02	\$36.02

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	\$28.12	\$28.12	\$28.12	\$35.15	\$28.12
Apprentice - 2nd year	\$33.36	\$33.36	\$33.36	\$41.70	\$33.36
Apprentice - 3rd year	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Apprentice - 4th year	\$48.02	\$48.02	\$48.02	\$60.03	\$48.02

## 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	\$15.37	\$23.06	\$30.74	\$30.74	\$30.74	\$38.43
Apprentice - 2nd year	\$17.99	\$26.99	\$35.98	\$35.98	\$35.98	\$44.98
Apprentice - 3rd year	\$20.61	\$30.92	\$41.22	\$41.22	\$41.22	\$51.53
Apprentice - 4th year	\$24.01	\$36.02	\$48.02	\$48.02	\$48.02	\$60.03

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
Apprentice - 1st year	\$17.68	\$17.68	\$19.98	\$23.06	\$30.74	\$23.06
Apprentice - 2nd year	\$20.69	\$20.69	\$23.39	\$26.99	\$35.98	\$26.99
Apprentice - 3rd year	\$23.70	\$23.70	\$26.79	\$30.92	\$41.22	\$30.92
Apprentice - 4th year	\$27.61	\$27.61	\$31.21	\$36.02	\$48.02	\$36.02

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	\$30.74	\$30.74	\$30.74	\$38.43	\$30.74
Apprentice - 2nd year	\$35.98	\$35.98	\$35.98	\$44.98	\$35.98
Apprentice - 3rd year	\$41.22	\$41.22	\$41.22	\$51.53	\$41.22
Apprentice - 4th year	\$48.02	\$48.02	\$48.02	\$60.03	\$48.02

## 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	\$21.91	\$32.87	\$43.82	\$43.82	\$43.82	\$54.78
Apprentice - 2nd year	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93
Apprentice - 3rd year	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93
Apprentice - 4th year	\$24.37	\$36.56	\$48.74	\$48.74	\$48.74	\$60.93

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	\$25.20	\$25.20	\$28.48	\$32.87	\$43.82	\$32.87
Apprentice - 2nd year	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74	\$36.56
Apprentice - 3rd year	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74	\$36.56
Apprentice - 4th year	\$28.03	\$28.03	\$31.68	\$36.56	\$48.74	\$36.56

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	\$43.82	\$43.82	\$43.82	\$54.78	\$43.82
Apprentice - 2nd year	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74
Apprentice - 3rd year	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74
Apprentice - 4th year	\$48.74	\$48.74	\$48.74	\$60.93	\$48.74

## Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
First aid allowance	\$0.52 per hour up to a maximum of \$19.90 per week
* Industry allowance (already included in minimum hourly rate)	\$0.97 per hour
Leading hand allowance - in charge of 3-10 employees	\$1.15 per hour up to a maximum of \$43.78 per week
Leading hand allowance - in charge of 11-20 employees	\$1.47 per hour up to a maximum of \$55.72 per week
Leading hand allowance - in charge of more than 20 employees	\$1.97 per hour up to a maximum of \$74.92 per week
* Licence allowance - electricians	\$1.19 per hour
Meal allowance - overtime	\$19.36 at the completion of every 4 hours of overtime if work is to continue after 4 hours
Rail allowance - locomotive drivers	30% of the minimum hourly rate (including any relevant all purpose allowance) for the relevant classification
Tool allowance	\$0.46 per hour, up to a maximum of \$17.46 per week
Underground allowance - not underground miners	\$1.83 per hour
* Broken shift allowance - cooks and cooks assistants - drilling, prospecting & exploration	\$0.28 per hour
Remote camp allowance - drilling, prospecting & exploration - meals not provided	\$33.73 per day
Remote camp allowance - drilling, prospecting & exploration - meals provided	\$18.61 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