

## Pay Guide - Black Coal Mining Industry Award 2010

[MA000001]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2015.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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**Rates of pay**  
**Adult**  
**Production and engineering employees - Full-time & part-time**

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - first 4 hours</b>	<b>Saturday - after 4 hours</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Less than 10 hour break between shifts</b>
Mineworker - Induction level 1	\$744.90	\$21.28	\$31.92	\$42.56	\$42.56	\$63.84	\$42.56
Mineworker - Induction level 2	\$759.30	\$21.69	\$32.54	\$43.38	\$43.38	\$65.07	\$43.38
Mineworker - Training	\$759.30	\$21.69	\$32.54	\$43.38	\$43.38	\$65.07	\$43.38
Mineworker	\$811.70	\$23.19	\$34.79	\$46.38	\$46.38	\$69.57	\$46.38
Mineworker - Advanced	\$850.90	\$24.31	\$36.47	\$48.62	\$48.62	\$72.93	\$48.62
Mineworker - Specialised	\$938.40	\$26.81	\$40.22	\$53.62	\$53.62	\$80.43	\$53.62

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday - first 3 hours</b>	<b>Overtime - Saturday - after 3 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays</b>	<b>Overtime - afternoon and rotating night shift on a 6 or 7 day roster</b>
Mineworker - Induction level 1	\$31.92	\$42.56	\$31.92	\$42.56	\$42.56	\$42.56	\$45.75
Mineworker - Induction level 2	\$32.54	\$43.38	\$32.54	\$43.38	\$43.38	\$43.38	\$46.63
Mineworker - Training	\$32.54	\$43.38	\$32.54	\$43.38	\$43.38	\$43.38	\$46.63
Mineworker	\$34.79	\$46.38	\$34.79	\$46.38	\$46.38	\$46.38	\$49.86
Mineworker - Advanced	\$36.47	\$48.62	\$36.47	\$48.62	\$48.62	\$48.62	\$52.27
Mineworker - Specialised	\$40.22	\$53.62	\$40.22	\$53.62	\$53.62	\$53.62	\$57.64

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<b>Classification</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster</b>	<b>Permanent night shift</b>	<b>Afternoon shift (not open cut mines)</b>	<b>Rotating night shift (not open cut mines)</b>	<b>Afternoon shift (open cut mines)</b>	<b>Rotating night shift (open cut mines)</b>
Mineworker - Induction level 1	\$47.88	\$26.60	\$24.47	\$24.47	\$24.47 per hour and an additional \$3.26 per shift	\$24.47 per hour and an additional \$6.45 per shift
Mineworker - Induction level 2	\$48.80	\$27.11	\$24.94	\$24.94	\$24.94 per hour and an additional \$3.26 per shift	\$24.94 per hour and an additional \$6.45 per shift
Mineworker - Training	\$48.80	\$27.11	\$24.94	\$24.94	\$24.94 per hour and an additional \$3.26 per shift	\$24.94 per hour and an additional \$6.45 per shift
Mineworker	\$52.18	\$28.99	\$26.67	\$26.67	\$26.67 per hour and an additional \$3.26 per shift	\$26.67 per hour and an additional \$6.45 per shift
Mineworker - Advanced	\$54.70	\$30.39	\$27.96	\$27.96	\$27.96 per hour and an additional \$3.26 per shift	\$27.96 per hour and an additional \$6.45 per shift
Mineworker - Specialised	\$60.32	\$33.51	\$30.83	\$30.83	\$30.83 per hour and an additional \$3.26 per shift	\$30.83 per hour and an additional \$6.45 per shift

**Adult  
Staff employees - Full-time & part-time**

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<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - first 4 hours</b>	<b>Saturday - after 4 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
Coal mining industry employee - Group A	\$798.50	\$22.81	\$34.22	\$45.62	\$45.62	\$68.43
Coal mining industry employee - Group B	\$821.30	\$23.47	\$35.21	\$46.94	\$46.94	\$70.41
Coal mining industry employee - Group C	\$842.30	\$24.07	\$36.11	\$48.14	\$48.14	\$72.21
Coal mining industry employee - Group D	\$855.30	\$24.44	\$36.66	\$48.88	\$48.88	\$73.32
Coal mining industry employee - Group E	\$872.60	\$24.93	\$37.40	\$49.86	\$49.86	\$74.79
Coal mining industry employee - Group F	\$881.00	\$25.17	\$37.76	\$50.34	\$50.34	\$75.51
Coal mining industry employee - Group G	\$927.50	\$26.50	\$39.75	\$53.00	\$53.00	\$79.50
Coal mining industry employee - Group H	\$938.40	\$26.81	\$40.22	\$53.62	\$53.62	\$80.43
Coal mining industry employee - Group I	\$952.90	\$27.23	\$40.85	\$54.46	\$54.46	\$81.69
Coal mining industry employee - Group J	\$965.80	\$27.59	\$41.39	\$55.18	\$55.18	\$82.77
Coal mining industry employee - Group K	\$987.60	\$28.22	\$42.33	\$56.44	\$56.44	\$84.66
Coal mining industry employee - Group L	\$1,011.70	\$28.91	\$43.37	\$57.82	\$57.82	\$86.73
Coal mining industry employee - Group M	\$1,051.80	\$30.05	\$45.08	\$60.10	\$60.10	\$90.15
Graduate Engineer level 1	\$772.64	\$22.08	\$33.12	\$44.16	\$44.16	\$66.24
Graduate Engineer level 2	\$830.59	\$23.73	\$35.60	\$47.46	\$47.46	\$71.19
Graduate Engineer level 3	\$907.85	\$25.94	\$38.91	\$51.88	\$51.88	\$77.82
Commercial graduate level 1	\$762.32	\$21.78	\$32.67	\$43.56	\$43.56	\$65.34
Commercial graduate level 2	\$819.49	\$23.41	\$35.12	\$46.82	\$46.82	\$70.23
Commercial graduate level 3	\$895.73	\$25.59	\$38.39	\$51.18	\$51.18	\$76.77

**Table 2 of 3**

<b>Classification</b>	<b>Less than 10 hour break between shifts</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>
Coal mining industry employee - Group A	\$45.62	\$26.23	\$26.23	\$28.51	\$34.22	\$45.62
Coal mining industry employee - Group B	\$46.94	\$26.99	\$26.99	\$29.34	\$35.21	\$46.94
Coal mining industry employee - Group C	\$48.14	\$27.68	\$27.68	\$30.09	\$36.11	\$48.14
Coal mining industry employee - Group D	\$48.88	\$28.11	\$28.11	\$30.55	\$36.66	\$48.88
Coal mining industry employee - Group E	\$49.86	\$28.67	\$28.67	\$31.16	\$37.40	\$49.86
Coal mining industry employee - Group F	\$50.34	\$28.95	\$28.95	\$31.46	\$37.76	\$50.34
Coal mining industry employee - Group G	\$53.00	\$30.48	\$30.48	\$33.13	\$39.75	\$53.00
Coal mining industry employee - Group H	\$53.62	\$30.83	\$30.83	\$33.51	\$40.22	\$53.62
Coal mining industry employee - Group I	\$54.46	\$31.31	\$31.31	\$34.04	\$40.85	\$54.46
Coal mining industry employee - Group J	\$55.18	\$31.73	\$31.73	\$34.49	\$41.39	\$55.18
Coal mining industry employee - Group K	\$56.44	\$32.45	\$32.45	\$35.28	\$42.33	\$56.44
Coal mining industry employee - Group L	\$57.82	\$33.25	\$33.25	\$36.14	\$43.37	\$57.82
Coal mining industry employee - Group M	\$60.10	\$34.56	\$34.56	\$37.56	\$45.08	\$60.10
Graduate Engineer level 1	\$44.16	\$25.39	\$25.39	\$27.60	\$33.12	\$44.16
Graduate Engineer level 2	\$47.46	\$27.29	\$27.29	\$29.66	\$35.60	\$47.46
Graduate Engineer level 3	\$51.88	\$29.83	\$29.83	\$32.43	\$38.91	\$51.88
Commercial graduate level 1	\$43.56	\$25.05	\$25.05	\$27.23	\$32.67	\$43.56
Commercial graduate level 2	\$46.82	\$26.92	\$26.92	\$29.26	\$35.12	\$46.82
Commercial graduate level 3	\$51.18	\$29.43	\$29.43	\$31.99	\$38.39	\$51.18

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - first 3 hours</b>	<b>Overtime - Saturday - after 3 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays</b>	<b>Overtime - afternoon and rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster</b>
Coal mining industry employee - Group A	\$34.22	\$45.62	\$45.62	\$45.62	\$49.04	\$51.32
Coal mining industry employee - Group B	\$35.21	\$46.94	\$46.94	\$46.94	\$50.46	\$52.81
Coal mining industry employee - Group C	\$36.11	\$48.14	\$48.14	\$48.14	\$51.75	\$54.16
Coal mining industry employee - Group D	\$36.66	\$48.88	\$48.88	\$48.88	\$52.55	\$54.99
Coal mining industry employee - Group E	\$37.40	\$49.86	\$49.86	\$49.86	\$53.60	\$56.09
Coal mining industry employee - Group F	\$37.76	\$50.34	\$50.34	\$50.34	\$54.12	\$56.63
Coal mining industry employee - Group G	\$39.75	\$53.00	\$53.00	\$53.00	\$56.98	\$59.63
Coal mining industry employee - Group H	\$40.22	\$53.62	\$53.62	\$53.62	\$57.64	\$60.32
Coal mining industry employee - Group I	\$40.85	\$54.46	\$54.46	\$54.46	\$58.54	\$61.27
Coal mining industry employee - Group J	\$41.39	\$55.18	\$55.18	\$55.18	\$59.32	\$62.08
Coal mining industry employee - Group K	\$42.33	\$56.44	\$56.44	\$56.44	\$60.67	\$63.50
Coal mining industry employee - Group L	\$43.37	\$57.82	\$57.82	\$57.82	\$62.16	\$65.05
Coal mining industry employee - Group M	\$45.08	\$60.10	\$60.10	\$60.10	\$64.61	\$67.61
Graduate Engineer level 1	\$33.12	\$44.16	\$44.16	\$44.16	\$47.47	\$49.68
Graduate Engineer level 2	\$35.60	\$47.46	\$47.46	\$47.46	\$51.02	\$53.39
Graduate Engineer level 3	\$38.91	\$51.88	\$51.88	\$51.88	\$55.77	\$58.37
Commercial graduate level 1	\$32.67	\$43.56	\$43.56	\$43.56	\$46.83	\$49.01
Commercial graduate level 2	\$35.12	\$46.82	\$46.82	\$46.82	\$50.33	\$52.67
Commercial graduate level 3	\$38.39	\$51.18	\$51.18	\$51.18	\$55.02	\$57.58

## Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Coal mining industry employee - Group A	\$28.51	\$39.92	\$51.32	\$51.32	\$74.13	\$51.32
Coal mining industry employee - Group B	\$29.34	\$41.07	\$52.81	\$52.81	\$76.28	\$52.81
Coal mining industry employee - Group C	\$30.09	\$42.12	\$54.16	\$54.16	\$78.23	\$54.16
Coal mining industry employee - Group D	\$30.55	\$42.77	\$54.99	\$54.99	\$79.43	\$54.99
Coal mining industry employee - Group E	\$31.16	\$43.63	\$56.09	\$56.09	\$81.02	\$56.09
Coal mining industry employee - Group F	\$31.46	\$44.05	\$56.63	\$56.63	\$81.80	\$56.63
Coal mining industry employee - Group G	\$33.13	\$46.38	\$59.63	\$59.63	\$86.13	\$59.63
Coal mining industry employee - Group H	\$33.51	\$46.92	\$60.32	\$60.32	\$87.13	\$60.32
Coal mining industry employee - Group I	\$34.04	\$47.65	\$61.27	\$61.27	\$88.50	\$61.27
Coal mining industry employee - Group J	\$34.49	\$48.28	\$62.08	\$62.08	\$89.67	\$62.08
Coal mining industry employee - Group K	\$35.28	\$49.39	\$63.50	\$63.50	\$91.72	\$63.50
Coal mining industry employee - Group L	\$36.14	\$50.59	\$65.05	\$65.05	\$93.96	\$65.05
Coal mining industry employee - Group M	\$37.56	\$52.59	\$67.61	\$67.61	\$97.66	\$67.61
Graduate Engineer level 1	\$27.60	\$38.64	\$49.68	\$49.68	\$71.76	\$49.68
Graduate Engineer level 2	\$29.66	\$41.53	\$53.39	\$53.39	\$77.12	\$53.39
Graduate Engineer level 3	\$32.43	\$45.40	\$58.37	\$58.37	\$84.31	\$58.37
Commercial graduate level 1	\$27.23	\$38.12	\$49.01	\$49.01	\$70.79	\$49.01
Commercial graduate level 2	\$29.26	\$40.97	\$52.67	\$52.67	\$76.08	\$52.67
Commercial graduate level 3	\$31.99	\$44.78	\$57.58	\$57.58	\$83.17	\$57.58

**Table 2 of 3**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>	<b>Overtime - Monday to Friday - after 3 hours</b>	<b>Overtime - Saturday - first 3 hours</b>
Coal mining industry employee - Group A	\$31.93	\$31.93	\$34.22	\$39.92	\$51.32	\$39.92
Coal mining industry employee - Group B	\$32.86	\$32.86	\$35.21	\$41.07	\$52.81	\$41.07
Coal mining industry employee - Group C	\$33.70	\$33.70	\$36.11	\$42.12	\$54.16	\$42.12
Coal mining industry employee - Group D	\$34.22	\$34.22	\$36.66	\$42.77	\$54.99	\$42.77
Coal mining industry employee - Group E	\$34.90	\$34.90	\$37.40	\$43.63	\$56.09	\$43.63
Coal mining industry employee - Group F	\$35.24	\$35.24	\$37.76	\$44.05	\$56.63	\$44.05
Coal mining industry employee - Group G	\$37.10	\$37.10	\$39.75	\$46.38	\$59.63	\$46.38
Coal mining industry employee - Group H	\$37.53	\$37.53	\$40.22	\$46.92	\$60.32	\$46.92
Coal mining industry employee - Group I	\$38.12	\$38.12	\$40.85	\$47.65	\$61.27	\$47.65
Coal mining industry employee - Group J	\$38.63	\$38.63	\$41.39	\$48.28	\$62.08	\$48.28
Coal mining industry employee - Group K	\$39.51	\$39.51	\$42.33	\$49.39	\$63.50	\$49.39
Coal mining industry employee - Group L	\$40.47	\$40.47	\$43.37	\$50.59	\$65.05	\$50.59
Coal mining industry employee - Group M	\$42.07	\$42.07	\$45.08	\$52.59	\$67.61	\$52.59
Graduate Engineer level 1	\$30.91	\$30.91	\$33.12	\$38.64	\$49.68	\$38.64
Graduate Engineer level 2	\$33.22	\$33.22	\$35.60	\$41.53	\$53.39	\$41.53
Graduate Engineer level 3	\$36.32	\$36.32	\$38.91	\$45.40	\$58.37	\$45.40
Commercial graduate level 1	\$30.49	\$30.49	\$32.67	\$38.12	\$49.01	\$38.12
Commercial graduate level 2	\$32.77	\$32.77	\$35.12	\$40.97	\$52.67	\$40.97
Commercial graduate level 3	\$35.83	\$35.83	\$38.39	\$44.78	\$57.58	\$44.78



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - after 3 hours</b>	<b>Overtime - Sunday</b>	<b>Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays</b>	<b>Overtime - afternoon and rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster</b>
Coal mining industry employee - Group A	\$51.32	\$51.32	\$51.32	\$54.74	\$57.03
Coal mining industry employee - Group B	\$52.81	\$52.81	\$52.81	\$56.33	\$58.68
Coal mining industry employee - Group C	\$54.16	\$54.16	\$54.16	\$57.77	\$60.18
Coal mining industry employee - Group D	\$54.99	\$54.99	\$54.99	\$58.66	\$61.10
Coal mining industry employee - Group E	\$56.09	\$56.09	\$56.09	\$59.83	\$62.33
Coal mining industry employee - Group F	\$56.63	\$56.63	\$56.63	\$60.41	\$62.93
Coal mining industry employee - Group G	\$59.63	\$59.63	\$59.63	\$63.60	\$66.25
Coal mining industry employee - Group H	\$60.32	\$60.32	\$60.32	\$64.34	\$67.03
Coal mining industry employee - Group I	\$61.27	\$61.27	\$61.27	\$65.35	\$68.08
Coal mining industry employee - Group J	\$62.08	\$62.08	\$62.08	\$66.22	\$68.98
Coal mining industry employee - Group K	\$63.50	\$63.50	\$63.50	\$67.73	\$70.55
Coal mining industry employee - Group L	\$65.05	\$65.05	\$65.05	\$69.38	\$72.28
Coal mining industry employee - Group M	\$67.61	\$67.61	\$67.61	\$72.12	\$75.13
Graduate Engineer level 1	\$49.68	\$49.68	\$49.68	\$52.99	\$55.20
Graduate Engineer level 2	\$53.39	\$53.39	\$53.39	\$56.95	\$59.33
Graduate Engineer level 3	\$58.37	\$58.37	\$58.37	\$62.26	\$64.85
Commercial graduate level 1	\$49.01	\$49.01	\$49.01	\$52.27	\$54.45
Commercial graduate level 2	\$52.67	\$52.67	\$52.67	\$56.18	\$58.53
Commercial graduate level 3	\$57.58	\$57.58	\$57.58	\$61.42	\$63.98

## Junior - Production and engineering employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
15 years and under	\$303.72	\$8.68	\$13.02	\$17.36	\$17.36	\$26.04	\$17.36
16 years	\$417.62	\$11.93	\$17.90	\$23.86	\$23.86	\$35.79	\$23.86
17 years	\$569.48	\$16.27	\$24.41	\$32.54	\$32.54	\$48.81	\$32.54

Table 2 of 3

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
15 years and under	\$13.02	\$17.36	\$13.02	\$17.36	\$17.36	\$17.36	\$18.66
16 years	\$17.90	\$23.86	\$17.90	\$23.86	\$23.86	\$23.86	\$25.65
17 years	\$24.41	\$32.54	\$24.41	\$32.54	\$32.54	\$32.54	\$34.98

Table 3 of 3

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
15 years and under	\$19.53	\$10.85	\$9.98	\$9.98	\$9.98 per hour and an additional \$3.26 per shift	\$9.98 per hour and an additional \$6.45 per shift
16 years	\$26.84	\$14.91	\$13.72	\$13.72	\$13.72 per hour and an additional \$3.26 per shift	\$13.72 per hour and an additional \$6.45 per shift
17 years	\$36.61	\$20.34	\$18.71	\$18.71	\$18.71 per hour and an additional \$3.26 per shift	\$18.71 per hour and an additional \$6.45 per shift

## Junior - Staff employees - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday
16 years and under	\$519.03	\$14.83	\$22.25	\$29.66	\$29.66	\$44.49
17 years	\$558.95	\$15.97	\$23.96	\$31.94	\$31.94	\$47.91
18 years	\$638.80	\$18.25	\$27.38	\$36.50	\$36.50	\$54.75
19 years	\$718.65	\$20.53	\$30.80	\$41.06	\$41.06	\$61.59
20 years	\$758.58	\$21.67	\$32.51	\$43.34	\$43.34	\$65.01

Table 2 of 3

Classification	Less than 10 hour break between shifts	Afternoon shift	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours
16 years and under	\$29.66	\$17.05	\$17.05	\$18.54	\$22.25	\$29.66
17 years	\$31.94	\$18.37	\$18.37	\$19.96	\$23.96	\$31.94
18 years	\$36.50	\$20.99	\$20.99	\$22.81	\$27.38	\$36.50
19 years	\$41.06	\$23.61	\$23.61	\$25.66	\$30.80	\$41.06
20 years	\$43.34	\$24.92	\$24.92	\$27.09	\$32.51	\$43.34

Table 3 of 3

Classification	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
16 years and under	\$22.25	\$29.66	\$29.66	\$29.66	\$31.88	\$33.37
17 years	\$23.96	\$31.94	\$31.94	\$31.94	\$34.34	\$35.93
18 years	\$27.38	\$36.50	\$36.50	\$36.50	\$39.24	\$41.06
19 years	\$30.80	\$41.06	\$41.06	\$41.06	\$44.14	\$46.19
20 years	\$32.51	\$43.34	\$43.34	\$43.34	\$46.59	\$48.76

## Junior - Staff employees - Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
16 years and under	\$18.54	\$25.95	\$33.37	\$33.37	\$48.20	\$33.37
17 years	\$19.96	\$27.95	\$35.93	\$35.93	\$51.90	\$35.93
18 years	\$22.81	\$31.94	\$41.06	\$41.06	\$59.31	\$41.06
19 years	\$25.66	\$35.93	\$46.19	\$46.19	\$66.72	\$46.19
20 years	\$27.09	\$37.92	\$48.76	\$48.76	\$70.43	\$48.76

Table 2 of 3

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours
16 years and under	\$20.76	\$20.76	\$22.25	\$25.95	\$33.37	\$25.95
17 years	\$22.36	\$22.36	\$23.96	\$27.95	\$35.93	\$27.95
18 years	\$25.55	\$25.55	\$27.38	\$31.94	\$41.06	\$31.94
19 years	\$28.74	\$28.74	\$30.80	\$35.93	\$46.19	\$35.93
20 years	\$30.34	\$30.34	\$32.51	\$37.92	\$48.76	\$37.92

Table 3 of 3

Classification	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
16 years and under	\$33.37	\$33.37	\$33.37	\$35.59	\$37.08
17 years	\$35.93	\$35.93	\$35.93	\$38.33	\$39.93
18 years	\$41.06	\$41.06	\$41.06	\$43.80	\$45.63
19 years	\$46.19	\$46.19	\$46.19	\$49.27	\$51.33
20 years	\$48.76	\$48.76	\$48.76	\$52.01	\$54.18

## Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Apprentice - 1st year	\$341.69	\$9.76	\$14.64	\$19.52	\$19.52	\$29.28	\$19.52
Apprentice - 2nd year	\$455.58	\$13.02	\$19.53	\$26.04	\$26.04	\$39.06	\$26.04
Apprentice - 3rd year	\$569.48	\$16.27	\$24.41	\$32.54	\$32.54	\$48.81	\$32.54
Apprentice - 4th year	\$683.37	\$19.52	\$29.28	\$39.04	\$39.04	\$58.56	\$39.04

Table 2 of 3

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
Apprentice - 1st year	\$14.64	\$19.52	\$14.64	\$19.52	\$19.52	\$19.52	\$20.98
Apprentice - 2nd year	\$19.53	\$26.04	\$19.53	\$26.04	\$26.04	\$26.04	\$27.99
Apprentice - 3rd year	\$24.41	\$32.54	\$24.41	\$32.54	\$32.54	\$32.54	\$34.98
Apprentice - 4th year	\$29.28	\$39.04	\$29.28	\$39.04	\$39.04	\$39.04	\$41.97

Table 3 of 3

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
Apprentice - 1st year	\$21.96	\$12.20	\$11.22	\$11.22	\$11.22 per hour and an additional \$3.26 per shift	\$11.22 per hour and an additional \$6.45 per shift
Apprentice - 2nd year	\$29.30	\$16.28	\$14.97	\$14.97	\$14.97 per hour and an additional \$3.26 per shift	\$14.97 per hour and an additional \$6.45 per shift
Apprentice - 3rd year	\$36.61	\$20.34	\$18.71	\$18.71	\$18.71 per hour and an additional \$3.26 per shift	\$18.71 per hour and an additional \$6.45 per shift
Apprentice - 4th year	\$43.92	\$24.40	\$22.45	\$22.45	\$22.45 per hour and an additional \$3.26 per shift	\$22.45 per hour and an additional \$6.45 per shift

## Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

**Table 1 of 3**

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Apprentice - 1st year	\$10.85	\$16.28	\$21.70	\$21.70	\$32.55	\$21.70
Apprentice - 2nd year	\$13.01	\$19.52	\$26.02	\$26.02	\$39.03	\$26.02
Apprentice - 3rd year	\$16.27	\$24.41	\$32.54	\$32.54	\$48.81	\$32.54
Apprentice - 4th year	\$19.52	\$29.28	\$39.04	\$39.04	\$58.56	\$39.04

**Table 2 of 3**

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
Apprentice - 1st year	\$16.28	\$21.70	\$16.28	\$21.70	\$21.70	\$21.70	\$23.33
Apprentice - 2nd year	\$19.52	\$26.02	\$19.52	\$26.02	\$26.02	\$26.02	\$27.97
Apprentice - 3rd year	\$24.41	\$32.54	\$24.41	\$32.54	\$32.54	\$32.54	\$34.98
Apprentice - 4th year	\$29.28	\$39.04	\$29.28	\$39.04	\$39.04	\$39.04	\$41.97

**Table 3 of 3**

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
Apprentice - 1st year	\$24.41	\$13.56	\$12.48	\$12.48	\$12.48 per hour and an additional \$3.26 per shift	\$12.48 per hour and an additional \$6.45 per shift
Apprentice - 2nd year	\$29.27	\$16.26	\$14.96	\$14.96	\$14.96 per hour and an additional \$3.26 per shift	\$14.96 per hour and an additional \$6.45 per shift
Apprentice - 3rd year	\$36.61	\$20.34	\$18.71	\$18.71	\$18.71 per hour and an additional \$3.26 per shift	\$18.71 per hour and an additional \$6.45 per shift
Apprentice - 4th year	\$43.92	\$24.40	\$22.45	\$22.45	\$22.45 per hour and an additional \$3.26 per shift	\$22.45 per hour and an additional \$6.45 per shift

## Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

**Table 1 of 3**

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Apprentice - 1st year	\$11.93	\$17.90	\$23.86	\$23.86	\$35.79	\$23.86
Apprentice - 2nd year	\$14.10	\$21.15	\$28.20	\$28.20	\$42.30	\$28.20
Apprentice - 3rd year	\$16.27	\$24.41	\$32.54	\$32.54	\$48.81	\$32.54
Apprentice - 4th year	\$19.52	\$29.28	\$39.04	\$39.04	\$58.56	\$39.04

**Table 2 of 3**

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
Apprentice - 1st year	\$17.90	\$23.86	\$17.90	\$23.86	\$23.86	\$23.86	\$25.65
Apprentice - 2nd year	\$21.15	\$28.20	\$21.15	\$28.20	\$28.20	\$28.20	\$30.32
Apprentice - 3rd year	\$24.41	\$32.54	\$24.41	\$32.54	\$32.54	\$32.54	\$34.98
Apprentice - 4th year	\$29.28	\$39.04	\$29.28	\$39.04	\$39.04	\$39.04	\$41.97

**Table 3 of 3**

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
Apprentice - 1st year	\$26.84	\$14.91	\$13.72	\$13.72	\$13.72 per hour and an additional \$3.26 per shift	\$13.72 per hour and an additional \$6.45 per shift
Apprentice - 2nd year	\$31.73	\$17.63	\$16.22	\$16.22	\$16.22 per hour and an additional \$3.26 per shift	\$16.22 per hour and an additional \$6.45 per shift
Apprentice - 3rd year	\$36.61	\$20.34	\$18.71	\$18.71	\$18.71 per hour and an additional \$3.26 per shift	\$18.71 per hour and an additional \$6.45 per shift
Apprentice - 4th year	\$43.92	\$24.40	\$22.45	\$22.45	\$22.45 per hour and an additional \$3.26 per shift	\$22.45 per hour and an additional \$6.45 per shift

## Adult Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Apprentice - 1st year	\$607.44	\$17.36	\$26.04	\$34.72	\$34.72	\$52.08	\$34.72
Apprentice - 2nd year	\$683.37	\$19.52	\$29.28	\$39.04	\$39.04	\$58.56	\$39.04
Apprentice - 3rd year	\$721.34	\$20.61	\$30.92	\$41.22	\$41.22	\$61.83	\$41.22

Table 2 of 3

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
Apprentice - 1st year	\$26.04	\$34.72	\$26.04	\$34.72	\$34.72	\$34.72	\$37.32
Apprentice - 2nd year	\$29.28	\$39.04	\$29.28	\$39.04	\$39.04	\$39.04	\$41.97
Apprentice - 3rd year	\$30.92	\$41.22	\$30.92	\$41.22	\$41.22	\$41.22	\$44.31

Table 3 of 3

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
Apprentice - 1st year	\$39.06	\$21.70	\$19.96	\$19.96	\$19.96 per hour and an additional \$3.26 per shift	\$19.96 per hour and an additional \$6.45 per shift
Apprentice - 2nd year	\$43.92	\$24.40	\$22.45	\$22.45	\$22.45 per hour and an additional \$3.26 per shift	\$22.45 per hour and an additional \$6.45 per shift
Apprentice - 3rd year	\$46.37	\$25.76	\$23.70	\$23.70	\$23.70 per hour and an additional \$3.26 per shift	\$23.70 per hour and an additional \$6.45 per shift



## Adult Apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts
Apprentice - 1st year	\$17.35	\$26.03	\$34.70	\$34.70	\$52.05	\$34.70
Apprentice - 2nd year	\$21.28	\$31.92	\$42.56	\$42.56	\$63.84	\$42.56
Apprentice - 3rd year	\$21.28	\$31.92	\$42.56	\$42.56	\$63.84	\$42.56

Table 2 of 3

Classification	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours	Overtime - Sunday	Overtime - 6 or 7 day roster, or regularly rostered on Saturday, Sunday or public holidays	Overtime - afternoon and rotating night shift on a 6 or 7 day roster
Apprentice - 1st year	\$26.03	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$37.30
Apprentice - 2nd year	\$31.92	\$42.56	\$31.92	\$42.56	\$42.56	\$42.56	\$45.75
Apprentice - 3rd year	\$31.92	\$42.56	\$31.92	\$42.56	\$42.56	\$42.56	\$45.75

Table 3 of 3

Classification	Overtime - permanent night shift on a 6 or 7 day roster	Permanent night shift	Afternoon shift (not open cut mines)	Rotating night shift (not open cut mines)	Afternoon shift (open cut mines)	Rotating night shift (open cut mines)
Apprentice - 1st year	\$39.04	\$21.69	\$19.95	\$19.95	\$19.95 per hour and an additional \$3.26 per shift	\$19.95 per hour and an additional \$6.45 per shift
Apprentice - 2nd year	\$47.88	\$26.60	\$24.47	\$24.47	\$24.47 per hour and an additional \$3.26 per shift	\$24.47 per hour and an additional \$6.45 per shift
Apprentice - 3rd year	\$47.88	\$26.60	\$24.47	\$24.47	\$24.47 per hour and an additional \$3.26 per shift	\$24.47 per hour and an additional \$6.45 per shift

## Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Boom welding allowance - production & engineering employees only - not open cut work	\$0.72 per hour
Confined spaces allowance (electrical/ mechanical) - production & engineering employees only	\$0.61 per hour
Damage to clothing and tools reimbursement (electrical/mechanical) - production & engineering employees only	reimbursement for any damage made to clothing and tools
Dirty work allowance - production & engineering employees only	\$1.75 per shift
First aid officer allowance - production & engineering (not open cut or underground work) & Staff employees	\$5.77 per day or per shift
First aid attendant allowance - production & engineering (not open cut or underground work) & Staff employees	\$3.42 per day or per shift
Height money allowance (electrical/ mechanical) - production & engineering employees only	\$1.75 per shift
Meal allowance	\$14.53 for each meal
Shaft work allowance (electrical/ mechanical) - production & engineering employees only	\$4.48 per shift with a minimum payment of four hours
Temporarily working away from usual workplace - excess transport costs reimbursement	reimbursement for reasonable travel expenses in excess of those normally incurred traveling between home and the normal workplace
Temporarily working away from usual workplace - excess travelling time allowance	Payment at the minimum hourly rate for extra time spent travelling outside of ordinary hours of work between home and the temporary work location in excess of time spent travelling between home and the ordinary work location
Tool allowance - production & engineering employees only	\$0.32 per hour up to a maximum of \$11.10 per week
Transport allowance when working shiftwork or overtime - normal means of transport unavailable	Payment for 1 hour at the minimum hourly rate
Underground allowance (electrical/mechanical) - production & engineering adult employees only	\$1.75 per day or per shift
Washery allowance - production & engineering employees only	\$4.78 per day or per shift
Water money allowance - production & engineering employees only	\$3.72 per shift
Working clothes and safety boots reimbursement	reimbursement for 1 pair of safety boots and 2 sets of industrial outer clothing each year

Allowances	Rate
Working during shut down - excess transport costs reimbursement	reimbursement for reasonable travel expenses in excess of those normally incurred travelling between home and the normal workplace

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.