

## Pay Guide - Coal Export Terminals Award 2010

**[MA000045]**

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email [PACTfeedback@fwo.gov.au](mailto:PACTfeedback@fwo.gov.au)

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

**Rates of pay**  
**Adult**  
**Full-time & part-time**

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - first 4 hours - not shiftworkers</b>	<b>Saturday - after 4 hours - not shiftworkers</b>	<b>Sunday</b>	<b>Afternoon shift or night shift</b>	<b>Permanent night shift</b>
Operations and services - entry level - introductory	\$674.40	\$19.27	\$28.91	\$38.54	\$38.54	\$22.16	\$24.09
Operations and services - basic	\$710.30	\$20.29	\$30.44	\$40.58	\$40.58	\$23.33	\$25.36
Operations and services - competent	\$746.20	\$21.32	\$31.98	\$42.64	\$42.64	\$24.52	\$26.65
Operations and services - advanced	\$817.80	\$23.37	\$35.06	\$46.74	\$46.74	\$26.88	\$29.21
Maintenance trades - entry level - introductory	\$710.30	\$20.29	\$30.44	\$40.58	\$40.58	\$23.33	\$25.36
Maintenance trades - competent	\$746.20	\$21.32	\$31.98	\$42.64	\$42.64	\$24.52	\$26.65
Maintenance trades - advanced	\$817.80	\$23.37	\$35.06	\$46.74	\$46.74	\$26.88	\$29.21
Maintenance trades - dual trade	\$889.50	\$25.41	\$38.12	\$50.82	\$50.82	\$29.22	\$31.76

**Table 2 of 2**

<b>Classification</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 - continuous shiftworkers</b>	<b>Public holiday</b>	<b>Less than 10 hour break between shifts</b>
Operations and services - entry level - introductory	\$28.91	\$38.54	\$38.54	\$48.18	\$38.54
Operations and services - basic	\$30.44	\$40.58	\$40.58	\$50.73	\$40.58
Operations and services - competent	\$31.98	\$42.64	\$42.64	\$53.30	\$42.64
Operations and services - advanced	\$35.06	\$46.74	\$46.74	\$58.43	\$46.74
Maintenance trades - entry level - introductory	\$30.44	\$40.58	\$40.58	\$50.73	\$40.58
Maintenance trades - competent	\$31.98	\$42.64	\$42.64	\$53.30	\$42.64
Maintenance trades - advanced	\$35.06	\$46.74	\$46.74	\$58.43	\$46.74
Maintenance trades - dual trade	\$38.12	\$50.82	\$50.82	\$63.53	\$50.82

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Operations and services - entry level - introductory	\$24.09	\$36.14	\$48.18	\$48.18	\$27.70	\$30.11
Operations and services - basic	\$25.36	\$38.04	\$50.72	\$50.72	\$29.16	\$31.70
Operations and services - competent	\$26.65	\$39.98	\$53.30	\$53.30	\$30.65	\$33.31
Operations and services - advanced	\$29.21	\$43.82	\$58.42	\$58.42	\$33.59	\$36.51
Maintenance trades - entry level - introductory	\$25.36	\$38.04	\$50.72	\$50.72	\$29.16	\$31.70
Maintenance trades - competent	\$26.65	\$39.98	\$53.30	\$53.30	\$30.65	\$33.31
Maintenance trades - advanced	\$29.21	\$43.82	\$58.42	\$58.42	\$33.59	\$36.51
Maintenance trades - dual trade	\$31.76	\$47.64	\$63.52	\$63.52	\$36.52	\$39.70

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Operations and services - entry level - introductory	\$36.14	\$48.18	\$48.18	\$60.23	\$48.18
Operations and services - basic	\$38.04	\$50.72	\$50.72	\$63.40	\$50.72
Operations and services - competent	\$39.98	\$53.30	\$53.30	\$66.63	\$53.30
Operations and services - advanced	\$43.82	\$58.42	\$58.42	\$73.03	\$58.42
Maintenance trades - entry level - introductory	\$38.04	\$50.72	\$50.72	\$63.40	\$50.72
Maintenance trades - competent	\$39.98	\$53.30	\$53.30	\$66.63	\$53.30
Maintenance trades - advanced	\$43.82	\$58.42	\$58.42	\$73.03	\$58.42
Maintenance trades - dual trade	\$47.64	\$63.52	\$63.52	\$79.40	\$63.52

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Apprentice 1st year	\$335.79	\$9.59	\$14.39	\$19.18	\$19.18	\$11.03	\$11.99
Apprentice 2nd year	\$410.41	\$11.73	\$17.60	\$23.46	\$23.46	\$13.49	\$14.66
Apprentice 3rd year	\$559.65	\$15.99	\$23.99	\$31.98	\$31.98	\$18.39	\$19.99
Apprentice 4th year	\$656.66	\$18.76	\$28.14	\$37.52	\$37.52	\$21.57	\$23.45

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$14.39	\$19.18	\$19.18	\$23.98	\$19.18
Apprentice 2nd year	\$17.60	\$23.46	\$23.46	\$29.33	\$23.46
Apprentice 3rd year	\$23.99	\$31.98	\$31.98	\$39.98	\$31.98
Apprentice 4th year	\$28.14	\$37.52	\$37.52	\$46.90	\$37.52

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

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers
Apprentice 1st year	\$10.66	\$15.99	\$21.32	\$21.32	\$12.26	\$13.33	\$15.99
Apprentice 2nd year	\$12.79	\$19.19	\$25.58	\$25.58	\$14.71	\$15.99	\$19.19
Apprentice 3rd year	\$15.99	\$23.99	\$31.98	\$31.98	\$18.39	\$19.99	\$23.99
Apprentice 4th year	\$18.76	\$28.14	\$37.52	\$37.52	\$21.57	\$23.45	\$28.14

Table 2 of 2

Classification	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$21.32	\$21.32	\$26.65	\$21.32
Apprentice 2nd year	\$25.58	\$25.58	\$31.98	\$25.58
Apprentice 3rd year	\$31.98	\$31.98	\$39.98	\$31.98
Apprentice 4th year	\$37.52	\$37.52	\$46.90	\$37.52

## Adult apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Apprentice 1st year	\$596.96	\$17.06	\$25.59	\$34.12	\$34.12	\$19.62	\$21.33
Apprentice 2nd year	\$671.58	\$19.19	\$28.79	\$38.38	\$38.38	\$22.07	\$23.99
Apprentice 3rd year	\$708.89	\$20.25	\$30.38	\$40.50	\$40.50	\$23.29	\$25.31

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$25.59	\$34.12	\$34.12	\$42.65	\$34.12
Apprentice 2nd year	\$28.79	\$38.38	\$38.38	\$47.98	\$38.38
Apprentice 3rd year	\$30.38	\$40.50	\$40.50	\$50.63	\$40.50

## Adult apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Apprentice 1st year	\$596.96	\$17.06	\$25.59	\$34.12	\$34.12	\$19.62	\$21.33
Apprentice 2nd year	\$674.40	\$19.27	\$28.91	\$38.54	\$38.54	\$22.16	\$24.09
Apprentice 3rd year	\$708.89	\$20.25	\$30.38	\$40.50	\$40.50	\$23.29	\$25.31

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$25.59	\$34.12	\$34.12	\$42.65	\$34.12
Apprentice 2nd year	\$28.91	\$38.54	\$38.54	\$48.18	\$38.54
Apprentice 3rd year	\$30.38	\$40.50	\$40.50	\$50.63	\$40.50

## Adult apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Apprentice 1st year	\$335.79	\$9.59	\$14.39	\$19.18	\$19.18	\$11.03	\$11.99
Apprentice 2nd year	\$410.41	\$11.73	\$17.60	\$23.46	\$23.46	\$13.49	\$14.66
Apprentice 3rd year	\$559.65	\$15.99	\$23.99	\$31.98	\$31.98	\$18.39	\$19.99
Apprentice 4th year	\$656.66	\$18.76	\$28.14	\$37.52	\$37.52	\$21.57	\$23.45

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$14.39	\$19.18	\$19.18	\$23.98	\$19.18
Apprentice 2nd year	\$17.60	\$23.46	\$23.46	\$29.33	\$23.46
Apprentice 3rd year	\$23.99	\$31.98	\$31.98	\$39.98	\$31.98
Apprentice 4th year	\$28.14	\$37.52	\$37.52	\$46.90	\$37.52



## Adult apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours - not shiftworkers	Saturday - after 4 hours - not shiftworkers	Sunday	Afternoon shift or night shift	Permanent night shift
Apprentice 1st year	\$596.96	\$17.06	\$25.59	\$34.12	\$34.12	\$19.62	\$21.33
Apprentice 2nd year	\$674.40	\$19.27	\$28.91	\$38.54	\$38.54	\$22.16	\$24.09
Apprentice 3rd year	\$674.40	\$19.27	\$28.91	\$38.54	\$38.54	\$22.16	\$24.09
Apprentice 4th year	\$674.40	\$19.27	\$28.91	\$38.54	\$38.54	\$22.16	\$24.09

Table 2 of 2

Classification	Overtime - Monday to Friday - first 3 hours - not continuous shiftworkers	Overtime - Monday to Friday - after 3 hours - not continuous shiftworkers	Overtime - continuous shiftworkers	Public holiday	Less than 10 hour break between shifts
Apprentice 1st year	\$25.59	\$34.12	\$34.12	\$42.65	\$34.12
Apprentice 2nd year	\$28.91	\$38.54	\$38.54	\$48.18	\$38.54
Apprentice 3rd year	\$28.91	\$38.54	\$38.54	\$48.18	\$38.54
Apprentice 4th year	\$28.91	\$38.54	\$38.54	\$48.18	\$38.54

## Allowances

Allowances	Rate
First aid allowance	\$0.16 per hour
Licence reimbursement	reimbursement for the cost of the licence
Meal allowance - overtime	\$13.23 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing special clothing and equipment
Tradesperson tool allowance	\$0.42 per hour

## 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.