

Pay Guide - Coal Export Terminals Award

[MA000045]

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Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 4 February 2020.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Operations and services - entry level - introductory	\$779.60	\$22.27	\$33.41	\$44.54	\$44.54	\$25.61
Operations and services - basic	\$821.10	\$23.46	\$35.19	\$46.92	\$46.92	\$26.98
Operations and services - competent	\$862.50	\$24.64	\$36.96	\$49.28	\$49.28	\$28.34
Operations and services - advanced	\$945.10	\$27.00	\$40.50	\$54.00	\$54.00	\$31.05
Maintenance trades - entry level - introductory	\$821.10	\$23.46	\$35.19	\$46.92	\$46.92	\$26.98
Maintenance trades - competent	\$862.50	\$24.64	\$36.96	\$49.28	\$49.28	\$28.34
Maintenance trades - advanced	\$945.10	\$27.00	\$40.50	\$54.00	\$54.00	\$31.05
Maintenance trades - dual trade	\$1,028.10	\$29.37	\$44.06	\$58.74	\$58.74	\$33.78

Table 2 of 2

Classification	Permanent night shift	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	\$27.84	\$33.41	\$44.54	\$44.54	\$55.68	\$44.54
Operations and services - basic	\$29.33	\$35.19	\$46.92	\$46.92	\$58.65	\$46.92
Operations and services - competent	\$30.80	\$36.96	\$49.28	\$49.28	\$61.60	\$49.28
Operations and services - advanced	\$33.75	\$40.50	\$54.00	\$54.00	\$67.50	\$54.00
Maintenance trades - entry level - introductory	\$29.33	\$35.19	\$46.92	\$46.92	\$58.65	\$46.92
Maintenance trades - competent	\$30.80	\$36.96	\$49.28	\$49.28	\$61.60	\$49.28
Maintenance trades - advanced	\$33.75	\$40.50	\$54.00	\$54.00	\$67.50	\$54.00
Maintenance trades - dual trade	\$36.71	\$44.06	\$58.74	\$58.74	\$73.43	\$58.74

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Operations and services - entry level - introductory	\$27.84	\$41.76	\$55.68	\$55.68	\$32.02
Operations and services - basic	\$29.33	\$44.00	\$58.66	\$58.66	\$33.73
Operations and services - competent	\$30.80	\$46.20	\$61.60	\$61.60	\$35.42
Operations and services - advanced	\$33.75	\$50.63	\$67.50	\$67.50	\$38.81
Maintenance trades - entry level - introductory	\$29.33	\$44.00	\$58.66	\$58.66	\$33.73
Maintenance trades - competent	\$30.80	\$46.20	\$61.60	\$61.60	\$35.42
Maintenance trades - advanced	\$33.75	\$50.63	\$67.50	\$67.50	\$38.81
Maintenance trades - dual trade	\$36.71	\$55.07	\$73.42	\$73.42	\$42.22

Table 2 of 2

Classification	Permanent night shift	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	\$34.80	\$41.76	\$55.68	\$55.68	\$69.60	\$55.68
Operations and services - basic	\$36.66	\$44.00	\$58.66	\$58.66	\$73.33	\$58.66
Operations and services - competent	\$38.50	\$46.20	\$61.60	\$61.60	\$77.00	\$61.60
Operations and services - advanced	\$42.19	\$50.63	\$67.50	\$67.50	\$84.38	\$67.50
Maintenance trades - entry level - introductory	\$36.66	\$44.00	\$58.66	\$58.66	\$73.33	\$58.66
Maintenance trades - competent	\$38.50	\$46.20	\$61.60	\$61.60	\$77.00	\$61.60
Maintenance trades - advanced	\$42.19	\$50.63	\$67.50	\$67.50	\$84.38	\$67.50
Maintenance trades - dual trade	\$45.89	\$55.07	\$73.42	\$73.42	\$91.78	\$73.42

Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$388.13	\$11.09	\$16.64	\$22.18	\$22.18	\$12.75
Apprentice 2nd year	\$474.38	\$13.55	\$20.33	\$27.10	\$27.10	\$15.58
Apprentice 3rd year	\$646.88	\$18.48	\$27.72	\$36.96	\$36.96	\$21.25
Apprentice 4th year	\$759.00	\$21.69	\$32.54	\$43.38	\$43.38	\$24.94

Table 2 of 2

Classification	Permanent night shift	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	\$13.86	\$16.64	\$22.18	\$22.18	\$27.73	\$22.18
Apprentice 2nd year	\$16.94	\$20.33	\$27.10	\$27.10	\$33.88	\$27.10
Apprentice 3rd year	\$23.10	\$27.72	\$36.96	\$36.96	\$46.20	\$36.96
Apprentice 4th year	\$27.11	\$32.54	\$43.38	\$43.38	\$54.23	\$43.38

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$12.32	\$18.48	\$24.64	\$24.64	\$14.17
Apprentice 2nd year	\$14.79	\$22.19	\$29.58	\$29.58	\$17.01
Apprentice 3rd year	\$18.48	\$27.72	\$36.96	\$36.96	\$21.25
Apprentice 4th year	\$21.69	\$32.54	\$43.38	\$43.38	\$24.94

Table 2 of 2

Classification	Permanent night shift	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	\$15.40	\$18.48	\$24.64	\$24.64	\$30.80	\$24.64
Apprentice 2nd year	\$18.49	\$22.19	\$29.58	\$29.58	\$36.98	\$29.58
Apprentice 3rd year	\$23.10	\$27.72	\$36.96	\$36.96	\$46.20	\$36.96
Apprentice 4th year	\$27.11	\$32.54	\$43.38	\$43.38	\$54.23	\$43.38

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$13.55	\$20.33	\$27.10	\$27.10	\$15.58
Apprentice 2nd year	\$16.02	\$24.03	\$32.04	\$32.04	\$18.42
Apprentice 3rd year	\$18.48	\$27.72	\$36.96	\$36.96	\$21.25
Apprentice 4th year	\$21.69	\$32.54	\$43.38	\$43.38	\$24.94

Table 2 of 2

Classification	Permanent night shift	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	\$16.94	\$20.33	\$27.10	\$27.10	\$33.88	\$27.10
Apprentice 2nd year	\$20.03	\$24.03	\$32.04	\$32.04	\$40.05	\$32.04
Apprentice 3rd year	\$23.10	\$27.72	\$36.96	\$36.96	\$46.20	\$36.96
Apprentice 4th year	\$27.11	\$32.54	\$43.38	\$43.38	\$54.23	\$43.38

Adult apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$690.00	\$19.71	\$29.57	\$39.42	\$39.42	\$22.67
Apprentice 2nd year	\$776.25	\$22.18	\$33.27	\$44.36	\$44.36	\$25.51
Apprentice 3rd year	\$819.38	\$23.41	\$35.12	\$46.82	\$46.82	\$26.92

Table 2 of 2

Classification	Permanent night shift	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	\$24.64	\$29.57	\$39.42	\$39.42	\$49.28	\$39.42
Apprentice 2nd year	\$27.73	\$33.27	\$44.36	\$44.36	\$55.45	\$44.36
Apprentice 3rd year	\$29.26	\$35.12	\$46.82	\$46.82	\$58.53	\$46.82

Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$690.00	\$19.71	\$29.57	\$39.42	\$39.42	\$22.67
Apprentice 2nd year	\$779.60	\$22.27	\$33.41	\$44.54	\$44.54	\$25.61
Apprentice 3rd year	\$819.38	\$23.41	\$35.12	\$46.82	\$46.82	\$26.92

Table 2 of 2

Classification	Permanent night shift	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	\$24.64	\$29.57	\$39.42	\$39.42	\$49.28	\$39.42
Apprentice 2nd year	\$27.84	\$33.41	\$44.54	\$44.54	\$55.68	\$44.54
Apprentice 3rd year	\$29.26	\$35.12	\$46.82	\$46.82	\$58.53	\$46.82

Adult apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$388.13	\$11.09	\$16.64	\$22.18	\$22.18	\$12.75
Apprentice 2nd year	\$474.38	\$13.55	\$20.33	\$27.10	\$27.10	\$15.58
Apprentice 3rd year	\$646.88	\$18.48	\$27.72	\$36.96	\$36.96	\$21.25
Apprentice 4th year	\$759.00	\$21.69	\$32.54	\$43.38	\$43.38	\$24.94

Table 2 of 2

Classification	Permanent night shift	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	\$13.86	\$16.64	\$22.18	\$22.18	\$27.73	\$22.18
Apprentice 2nd year	\$16.94	\$20.33	\$27.10	\$27.10	\$33.88	\$27.10
Apprentice 3rd year	\$23.10	\$27.72	\$36.96	\$36.96	\$46.20	\$36.96
Apprentice 4th year	\$27.11	\$32.54	\$43.38	\$43.38	\$54.23	\$43.38

Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Afternoon or night shift
Apprentice 1st year	\$690.00	\$19.71	\$29.57	\$39.42	\$39.42	\$22.67
Apprentice 2nd year	\$779.60	\$22.27	\$33.41	\$44.54	\$44.54	\$25.61
Apprentice 3rd year	\$779.60	\$22.27	\$33.41	\$44.54	\$44.54	\$25.61
Apprentice 4th year	\$779.60	\$22.27	\$33.41	\$44.54	\$44.54	\$25.61

Table 2 of 2

Classification	Permanent night shift	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	\$24.64	\$29.57	\$39.42	\$39.42	\$49.28	\$39.42
Apprentice 2nd year	\$27.84	\$33.41	\$44.54	\$44.54	\$55.68	\$44.54
Apprentice 3rd year	\$27.84	\$33.41	\$44.54	\$44.54	\$55.68	\$44.54
Apprentice 4th year	\$27.84	\$33.41	\$44.54	\$44.54	\$55.68	\$44.54

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice 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	\$0.19 per hour
Licence reimbursement	reimbursement for the cost of the licence
Meal allowance - overtime	\$14.70 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing special clothing and equipment
Tradesperson tool allowance	\$0.44 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.