

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 2014.

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

| 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 |
|--------------------------------|------------------------|------------------------|---------------------------------|---------------------------------|---------------|-----------------------|---|
| Mineworker - Induction level 1 | \$726.70 | \$20.76 | \$31.14 | \$41.52 | \$41.52 | \$62.28 | \$41.52 |
| Mineworker - Induction level 2 | \$740.80 | \$21.17 | \$31.76 | \$42.34 | \$42.34 | \$63.51 | \$42.34 |
| Mineworker - Training | \$740.80 | \$21.17 | \$31.76 | \$42.34 | \$42.34 | \$63.51 | \$42.34 |
| Mineworker | \$791.90 | \$22.63 | \$33.95 | \$45.26 | \$45.26 | \$67.89 | \$45.26 |
| Mineworker - Advanced | \$830.10 | \$23.72 | \$35.58 | \$47.44 | \$47.44 | \$71.16 | \$47.44 |
| Mineworker - Specialised | \$915.50 | \$26.16 | \$39.24 | \$52.32 | \$52.32 | \$78.48 | \$52.32 |

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| 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 |
|--------------------------------|--|--|--|--|--------------------------|---|---|
| Mineworker - Induction level 1 | \$31.14 | \$41.52 | \$31.14 | \$41.52 | \$41.52 | \$41.52 | \$44.63 |
| Mineworker - Induction level 2 | \$31.76 | \$42.34 | \$31.76 | \$42.34 | \$42.34 | \$42.34 | \$45.52 |
| Mineworker - Training | \$31.76 | \$42.34 | \$31.76 | \$42.34 | \$42.34 | \$42.34 | \$45.52 |
| Mineworker | \$33.95 | \$45.26 | \$33.95 | \$45.26 | \$45.26 | \$45.26 | \$48.65 |
| Mineworker - Advanced | \$35.58 | \$47.44 | \$35.58 | \$47.44 | \$47.44 | \$47.44 | \$51.00 |
| Mineworker - Specialised | \$39.24 | \$52.32 | \$39.24 | \$52.32 | \$52.32 | \$52.32 | \$56.24 |

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| 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) |
|--------------------------------|--|------------------------------|---|--|---|---|
| Mineworker - Induction level 1 | \$46.71 | \$25.95 | \$23.87 | \$23.87 | \$23.87 per hour and an additional \$3.19 per shift | \$23.87 per hour and an additional \$6.30 per shift |
| Mineworker - Induction level 2 | \$47.63 | \$26.46 | \$24.35 | \$24.35 | \$24.35 per hour and an additional \$3.19 per shift | \$24.35 per hour and an additional \$6.30 per shift |
| Mineworker - Training | \$47.63 | \$26.46 | \$24.35 | \$24.35 | \$24.35 per hour and an additional \$3.19 per shift | \$24.35 per hour and an additional \$6.30 per shift |
| Mineworker | \$50.92 | \$28.29 | \$26.02 | \$26.02 | \$26.02 per hour and an additional \$3.19 per shift | \$26.02 per hour and an additional \$6.30 per shift |
| Mineworker - Advanced | \$53.37 | \$29.65 | \$27.28 | \$27.28 | \$27.28 per hour and an additional \$3.19 per shift | \$27.28 per hour and an additional \$6.30 per shift |
| Mineworker - Specialised | \$58.86 | \$32.70 | \$30.08 | \$30.08 | \$30.08 per hour and an additional \$3.19 per shift | \$30.08 per hour and an additional \$6.30 per shift |

**Adult
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 |
|---|------------------------|------------------------|---------------------------------|---------------------------------|---------------|-----------------------|
| Coal mining industry employee - Group A | \$779.00 | \$22.26 | \$33.39 | \$44.52 | \$44.52 | \$66.78 |
| Coal mining industry employee - Group B | \$801.30 | \$22.89 | \$34.34 | \$45.78 | \$45.78 | \$68.67 |
| Coal mining industry employee - Group C | \$821.80 | \$23.48 | \$35.22 | \$46.96 | \$46.96 | \$70.44 |
| Coal mining industry employee - Group D | \$834.40 | \$23.84 | \$35.76 | \$47.68 | \$47.68 | \$71.52 |
| Coal mining industry employee - Group E | \$851.30 | \$24.32 | \$36.48 | \$48.64 | \$48.64 | \$72.96 |
| Coal mining industry employee - Group F | \$859.50 | \$24.56 | \$36.84 | \$49.12 | \$49.12 | \$73.68 |
| Coal mining industry employee - Group G | \$904.90 | \$25.85 | \$38.78 | \$51.70 | \$51.70 | \$77.55 |
| Coal mining industry employee - Group H | \$915.50 | \$26.16 | \$39.24 | \$52.32 | \$52.32 | \$78.48 |
| Coal mining industry employee - Group I | \$929.70 | \$26.56 | \$39.84 | \$53.12 | \$53.12 | \$79.68 |
| Coal mining industry employee - Group J | \$942.20 | \$26.92 | \$40.38 | \$53.84 | \$53.84 | \$80.76 |
| Coal mining industry employee - Group K | \$963.50 | \$27.53 | \$41.30 | \$55.06 | \$55.06 | \$82.59 |
| Coal mining industry employee - Group L | \$987.00 | \$28.20 | \$42.30 | \$56.40 | \$56.40 | \$84.60 |
| Coal mining industry employee - Group M | \$1,026.10 | \$29.32 | \$43.98 | \$58.64 | \$58.64 | \$87.96 |
| Graduate Engineer level 1 | \$753.76 | \$21.54 | \$32.31 | \$43.08 | \$43.08 | \$64.62 |
| Graduate Engineer level 2 | \$810.29 | \$23.15 | \$34.73 | \$46.30 | \$46.30 | \$69.45 |
| Graduate Engineer level 3 | \$885.67 | \$25.30 | \$37.95 | \$50.60 | \$50.60 | \$75.90 |
| Commercial graduate level 1 | \$743.76 | \$21.25 | \$31.88 | \$42.50 | \$42.50 | \$63.75 |
| Commercial graduate level 2 | \$799.54 | \$22.84 | \$34.26 | \$45.68 | \$45.68 | \$68.52 |
| Commercial graduate level 3 | \$873.92 | \$24.97 | \$37.46 | \$49.94 | \$49.94 | \$74.91 |

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 |
|---|---|------------------------|-----------------------------|------------------------------|--|--|
| Coal mining industry employee - Group A | \$44.52 | \$25.60 | \$25.60 | \$27.83 | \$33.39 | \$44.52 |
| Coal mining industry employee - Group B | \$45.78 | \$26.32 | \$26.32 | \$28.61 | \$34.34 | \$45.78 |
| Coal mining industry employee - Group C | \$46.96 | \$27.00 | \$27.00 | \$29.35 | \$35.22 | \$46.96 |
| Coal mining industry employee - Group D | \$47.68 | \$27.42 | \$27.42 | \$29.80 | \$35.76 | \$47.68 |
| Coal mining industry employee - Group E | \$48.64 | \$27.97 | \$27.97 | \$30.40 | \$36.48 | \$48.64 |
| Coal mining industry employee - Group F | \$49.12 | \$28.24 | \$28.24 | \$30.70 | \$36.84 | \$49.12 |
| Coal mining industry employee - Group G | \$51.70 | \$29.73 | \$29.73 | \$32.31 | \$38.78 | \$51.70 |
| Coal mining industry employee - Group H | \$52.32 | \$30.08 | \$30.08 | \$32.70 | \$39.24 | \$52.32 |
| Coal mining industry employee - Group I | \$53.12 | \$30.54 | \$30.54 | \$33.20 | \$39.84 | \$53.12 |
| Coal mining industry employee - Group J | \$53.84 | \$30.96 | \$30.96 | \$33.65 | \$40.38 | \$53.84 |
| Coal mining industry employee - Group K | \$55.06 | \$31.66 | \$31.66 | \$34.41 | \$41.30 | \$55.06 |
| Coal mining industry employee - Group L | \$56.40 | \$32.43 | \$32.43 | \$35.25 | \$42.30 | \$56.40 |
| Coal mining industry employee - Group M | \$58.64 | \$33.72 | \$33.72 | \$36.65 | \$43.98 | \$58.64 |
| Graduate Engineer level 1 | \$43.08 | \$24.77 | \$24.77 | \$26.93 | \$32.31 | \$43.08 |
| Graduate Engineer level 2 | \$46.30 | \$26.62 | \$26.62 | \$28.94 | \$34.73 | \$46.30 |
| Graduate Engineer level 3 | \$50.60 | \$29.10 | \$29.10 | \$31.63 | \$37.95 | \$50.60 |
| Commercial graduate level 1 | \$42.50 | \$24.44 | \$24.44 | \$26.56 | \$31.88 | \$42.50 |
| Commercial graduate level 2 | \$45.68 | \$26.27 | \$26.27 | \$28.55 | \$34.26 | \$45.68 |
| Commercial graduate level 3 | \$49.94 | \$28.72 | \$28.72 | \$31.21 | \$37.46 | \$49.94 |

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 |
|---|--|--|------------------------------|---|---|--|
| Coal mining industry employee - Group A | \$33.39 | \$44.52 | \$44.52 | \$44.52 | \$47.86 | \$50.09 |
| Coal mining industry employee - Group B | \$34.34 | \$45.78 | \$45.78 | \$45.78 | \$49.21 | \$51.50 |
| Coal mining industry employee - Group C | \$35.22 | \$46.96 | \$46.96 | \$46.96 | \$50.48 | \$52.83 |
| Coal mining industry employee - Group D | \$35.76 | \$47.68 | \$47.68 | \$47.68 | \$51.26 | \$53.64 |
| Coal mining industry employee - Group E | \$36.48 | \$48.64 | \$48.64 | \$48.64 | \$52.29 | \$54.72 |
| Coal mining industry employee - Group F | \$36.84 | \$49.12 | \$49.12 | \$49.12 | \$52.80 | \$55.26 |
| Coal mining industry employee - Group G | \$38.78 | \$51.70 | \$51.70 | \$51.70 | \$55.58 | \$58.16 |
| Coal mining industry employee - Group H | \$39.24 | \$52.32 | \$52.32 | \$52.32 | \$56.24 | \$58.86 |
| Coal mining industry employee - Group I | \$39.84 | \$53.12 | \$53.12 | \$53.12 | \$57.10 | \$59.76 |
| Coal mining industry employee - Group J | \$40.38 | \$53.84 | \$53.84 | \$53.84 | \$57.88 | \$60.57 |
| Coal mining industry employee - Group K | \$41.30 | \$55.06 | \$55.06 | \$55.06 | \$59.19 | \$61.94 |
| Coal mining industry employee - Group L | \$42.30 | \$56.40 | \$56.40 | \$56.40 | \$60.63 | \$63.45 |
| Coal mining industry employee - Group M | \$43.98 | \$58.64 | \$58.64 | \$58.64 | \$63.04 | \$65.97 |
| Graduate Engineer level 1 | \$32.31 | \$43.08 | \$43.08 | \$43.08 | \$46.31 | \$48.47 |
| Graduate Engineer level 2 | \$34.73 | \$46.30 | \$46.30 | \$46.30 | \$49.77 | \$52.09 |
| Graduate Engineer level 3 | \$37.95 | \$50.60 | \$50.60 | \$50.60 | \$54.40 | \$56.93 |
| Commercial graduate level 1 | \$31.88 | \$42.50 | \$42.50 | \$42.50 | \$45.69 | \$47.81 |
| Commercial graduate level 2 | \$34.26 | \$45.68 | \$45.68 | \$45.68 | \$49.11 | \$51.39 |
| Commercial graduate level 3 | \$37.46 | \$49.94 | \$49.94 | \$49.94 | \$53.69 | \$56.18 |

Adult - 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 |
|---|-----------------|--------------------------|--------------------------|---------|----------------|--|
| Coal mining industry employee - Group A | \$27.83 | \$38.96 | \$50.09 | \$50.09 | \$72.35 | \$50.09 |
| Coal mining industry employee - Group B | \$28.61 | \$40.06 | \$51.50 | \$51.50 | \$74.39 | \$51.50 |
| Coal mining industry employee - Group C | \$29.35 | \$41.09 | \$52.83 | \$52.83 | \$76.31 | \$52.83 |
| Coal mining industry employee - Group D | \$29.80 | \$41.72 | \$53.64 | \$53.64 | \$77.48 | \$53.64 |
| Coal mining industry employee - Group E | \$30.40 | \$42.56 | \$54.72 | \$54.72 | \$79.04 | \$54.72 |
| Coal mining industry employee - Group F | \$30.70 | \$42.98 | \$55.26 | \$55.26 | \$79.82 | \$55.26 |
| Coal mining industry employee - Group G | \$32.31 | \$45.24 | \$58.16 | \$58.16 | \$84.01 | \$58.16 |
| Coal mining industry employee - Group H | \$32.70 | \$45.78 | \$58.86 | \$58.86 | \$85.02 | \$58.86 |
| Coal mining industry employee - Group I | \$33.20 | \$46.48 | \$59.76 | \$59.76 | \$86.32 | \$59.76 |
| Coal mining industry employee - Group J | \$33.65 | \$47.11 | \$60.57 | \$60.57 | \$87.49 | \$60.57 |
| Coal mining industry employee - Group K | \$34.41 | \$48.18 | \$61.94 | \$61.94 | \$89.47 | \$61.94 |
| Coal mining industry employee - Group L | \$35.25 | \$49.35 | \$63.45 | \$63.45 | \$91.65 | \$63.45 |
| Coal mining industry employee - Group M | \$36.65 | \$51.31 | \$65.97 | \$65.97 | \$95.29 | \$65.97 |
| Graduate Engineer level 1 | \$26.93 | \$37.70 | \$48.47 | \$48.47 | \$70.01 | \$48.47 |
| Graduate Engineer level 2 | \$28.94 | \$40.51 | \$52.09 | \$52.09 | \$75.24 | \$52.09 |
| Graduate Engineer level 3 | \$31.63 | \$44.28 | \$56.93 | \$56.93 | \$82.23 | \$56.93 |
| Commercial graduate level 1 | \$26.56 | \$37.19 | \$47.81 | \$47.81 | \$69.06 | \$47.81 |
| Commercial graduate level 2 | \$28.55 | \$39.97 | \$51.39 | \$51.39 | \$74.23 | \$51.39 |
| Commercial graduate level 3 | \$31.21 | \$43.70 | \$56.18 | \$56.18 | \$81.15 | \$56.18 |

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| 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 |
|---|------------------------|-----------------------------|------------------------------|--|--|--|
| Coal mining industry employee - Group A | \$31.16 | \$31.16 | \$33.39 | \$38.96 | \$50.09 | \$38.96 |
| Coal mining industry employee - Group B | \$32.05 | \$32.05 | \$34.34 | \$40.06 | \$51.50 | \$40.06 |
| Coal mining industry employee - Group C | \$32.87 | \$32.87 | \$35.22 | \$41.09 | \$52.83 | \$41.09 |
| Coal mining industry employee - Group D | \$33.38 | \$33.38 | \$35.76 | \$41.72 | \$53.64 | \$41.72 |
| Coal mining industry employee - Group E | \$34.05 | \$34.05 | \$36.48 | \$42.56 | \$54.72 | \$42.56 |
| Coal mining industry employee - Group F | \$34.38 | \$34.38 | \$36.84 | \$42.98 | \$55.26 | \$42.98 |
| Coal mining industry employee - Group G | \$36.19 | \$36.19 | \$38.78 | \$45.24 | \$58.16 | \$45.24 |
| Coal mining industry employee - Group H | \$36.62 | \$36.62 | \$39.24 | \$45.78 | \$58.86 | \$45.78 |
| Coal mining industry employee - Group I | \$37.18 | \$37.18 | \$39.84 | \$46.48 | \$59.76 | \$46.48 |
| Coal mining industry employee - Group J | \$37.69 | \$37.69 | \$40.38 | \$47.11 | \$60.57 | \$47.11 |
| Coal mining industry employee - Group K | \$38.54 | \$38.54 | \$41.30 | \$48.18 | \$61.94 | \$48.18 |
| Coal mining industry employee - Group L | \$39.48 | \$39.48 | \$42.30 | \$49.35 | \$63.45 | \$49.35 |
| Coal mining industry employee - Group M | \$41.05 | \$41.05 | \$43.98 | \$51.31 | \$65.97 | \$51.31 |
| Graduate Engineer level 1 | \$30.16 | \$30.16 | \$32.31 | \$37.70 | \$48.47 | \$37.70 |
| Graduate Engineer level 2 | \$32.41 | \$32.41 | \$34.73 | \$40.51 | \$52.09 | \$40.51 |
| Graduate Engineer level 3 | \$35.42 | \$35.42 | \$37.95 | \$44.28 | \$56.93 | \$44.28 |
| Commercial graduate level 1 | \$29.75 | \$29.75 | \$31.88 | \$37.19 | \$47.81 | \$37.19 |
| Commercial graduate level 2 | \$31.98 | \$31.98 | \$34.26 | \$39.97 | \$51.39 | \$39.97 |
| Commercial graduate level 3 | \$34.96 | \$34.96 | \$37.46 | \$43.70 | \$56.18 | \$43.70 |

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 |
|---|--|--------------------------|---|---|--|
| Coal mining industry employee - Group A | \$50.09 | \$50.09 | \$50.09 | \$53.42 | \$55.65 |
| Coal mining industry employee - Group B | \$51.50 | \$51.50 | \$51.50 | \$54.94 | \$57.23 |
| Coal mining industry employee - Group C | \$52.83 | \$52.83 | \$52.83 | \$56.35 | \$58.70 |
| Coal mining industry employee - Group D | \$53.64 | \$53.64 | \$53.64 | \$57.22 | \$59.60 |
| Coal mining industry employee - Group E | \$54.72 | \$54.72 | \$54.72 | \$58.37 | \$60.80 |
| Coal mining industry employee - Group F | \$55.26 | \$55.26 | \$55.26 | \$58.94 | \$61.40 |
| Coal mining industry employee - Group G | \$58.16 | \$58.16 | \$58.16 | \$62.04 | \$64.63 |
| Coal mining industry employee - Group H | \$58.86 | \$58.86 | \$58.86 | \$62.78 | \$65.40 |
| Coal mining industry employee - Group I | \$59.76 | \$59.76 | \$59.76 | \$63.74 | \$66.40 |
| Coal mining industry employee - Group J | \$60.57 | \$60.57 | \$60.57 | \$64.61 | \$67.30 |
| Coal mining industry employee - Group K | \$61.94 | \$61.94 | \$61.94 | \$66.07 | \$68.83 |
| Coal mining industry employee - Group L | \$63.45 | \$63.45 | \$63.45 | \$67.68 | \$70.50 |
| Coal mining industry employee - Group M | \$65.97 | \$65.97 | \$65.97 | \$70.37 | \$73.30 |
| Graduate Engineer level 1 | \$48.47 | \$48.47 | \$48.47 | \$51.70 | \$53.85 |
| Graduate Engineer level 2 | \$52.09 | \$52.09 | \$52.09 | \$55.56 | \$57.88 |
| Graduate Engineer level 3 | \$56.93 | \$56.93 | \$56.93 | \$60.72 | \$63.25 |
| Commercial graduate level 1 | \$47.81 | \$47.81 | \$47.81 | \$51.00 | \$53.13 |
| Commercial graduate level 2 | \$51.39 | \$51.39 | \$51.39 | \$54.82 | \$57.10 |
| Commercial graduate level 3 | \$56.18 | \$56.18 | \$56.18 | \$59.93 | \$62.43 |

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

Table 1 of 3

| Age | 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 | \$296.32 | \$8.47 | \$12.71 | \$16.94 | \$16.94 | \$25.41 | \$16.94 |
| 16 years | \$407.44 | \$11.64 | \$17.46 | \$23.28 | \$23.28 | \$34.92 | \$23.28 |
| 17 years | \$555.60 | \$15.87 | \$23.81 | \$31.74 | \$31.74 | \$47.61 | \$31.74 |

Table 2 of 3

| Age | 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 | \$12.71 | \$16.94 | \$12.71 | \$16.94 | \$16.94 | \$16.94 | \$18.21 |
| 16 years | \$17.46 | \$23.28 | \$17.46 | \$23.28 | \$23.28 | \$23.28 | \$25.03 |
| 17 years | \$23.81 | \$31.74 | \$23.81 | \$31.74 | \$31.74 | \$31.74 | \$34.12 |

Table 3 of 3

| Age | 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 | \$19.06 | \$10.59 | \$9.74 | \$9.74 | \$9.74 per hour and an additional \$3.19 per shift | \$9.74 per hour and an additional \$6.30 per shift |
| 16 years | \$26.19 | \$14.55 | \$13.39 | \$13.39 | \$13.39 per hour and an additional \$3.19 per shift | \$13.39 per hour and an additional \$6.30 per shift |
| 17 years | \$35.71 | \$19.84 | \$18.25 | \$18.25 | \$18.25 per hour and an additional \$3.19 per shift | \$18.25 per hour and an additional \$6.30 per shift |

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

Table 1 of 3

| Age | Weekly pay rate | Hourly pay rate | Saturday - first 4 hours | Saturday - after 4 hours | Sunday | Public holiday |
|--------------------|-----------------|-----------------|--------------------------|--------------------------|---------|----------------|
| 16 years and under | \$506.35 | \$14.47 | \$21.71 | \$28.94 | \$28.94 | \$43.41 |
| 17 years | \$545.30 | \$15.58 | \$23.37 | \$31.16 | \$31.16 | \$46.74 |
| 18 years | \$623.20 | \$17.81 | \$26.72 | \$35.62 | \$35.62 | \$53.43 |
| 19 years | \$701.10 | \$20.03 | \$30.05 | \$40.06 | \$40.06 | \$60.09 |
| 20 years | \$740.05 | \$21.14 | \$31.71 | \$42.28 | \$42.28 | \$63.42 |

Table 2 of 3

| Age | 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 | \$28.94 | \$16.64 | \$16.64 | \$18.09 | \$21.71 | \$28.94 |
| 17 years | \$31.16 | \$17.92 | \$17.92 | \$19.48 | \$23.37 | \$31.16 |
| 18 years | \$35.62 | \$20.48 | \$20.48 | \$22.26 | \$26.72 | \$35.62 |
| 19 years | \$40.06 | \$23.03 | \$23.03 | \$25.04 | \$30.05 | \$40.06 |
| 20 years | \$42.28 | \$24.31 | \$24.31 | \$26.43 | \$31.71 | \$42.28 |

Table 3 of 3

| Age | 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 | \$21.71 | \$28.94 | \$28.94 | \$28.94 | \$31.11 | \$32.56 |
| 17 years | \$23.37 | \$31.16 | \$31.16 | \$31.16 | \$33.50 | \$35.06 |
| 18 years | \$26.72 | \$35.62 | \$35.62 | \$35.62 | \$38.29 | \$40.07 |
| 19 years | \$30.05 | \$40.06 | \$40.06 | \$40.06 | \$43.06 | \$45.07 |
| 20 years | \$31.71 | \$42.28 | \$42.28 | \$42.28 | \$45.45 | \$47.57 |

Junior - Staff employees - Casual

Table 1 of 3

| Age | 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 | \$18.09 | \$25.32 | \$32.56 | \$32.56 | \$47.03 | \$32.56 |
| 17 years | \$19.48 | \$27.27 | \$35.06 | \$35.06 | \$50.64 | \$35.06 |
| 18 years | \$22.26 | \$31.17 | \$40.07 | \$40.07 | \$57.88 | \$40.07 |
| 19 years | \$25.04 | \$35.05 | \$45.07 | \$45.07 | \$65.10 | \$45.07 |
| 20 years | \$26.43 | \$37.00 | \$47.57 | \$47.57 | \$68.71 | \$47.57 |

Table 2 of 3

| Age | 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 | \$20.26 | \$20.26 | \$21.71 | \$25.32 | \$32.56 | \$25.32 |
| 17 years | \$21.81 | \$21.81 | \$23.37 | \$27.27 | \$35.06 | \$27.27 |
| 18 years | \$24.93 | \$24.93 | \$26.72 | \$31.17 | \$40.07 | \$31.17 |
| 19 years | \$28.04 | \$28.04 | \$30.05 | \$35.05 | \$45.07 | \$35.05 |
| 20 years | \$29.60 | \$29.60 | \$31.71 | \$37.00 | \$47.57 | \$37.00 |

Table 3 of 3

| Age | 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 | \$32.56 | \$32.56 | \$32.56 | \$34.73 | \$36.18 |
| 17 years | \$35.06 | \$35.06 | \$35.06 | \$37.39 | \$38.95 |
| 18 years | \$40.07 | \$40.07 | \$40.07 | \$42.74 | \$44.53 |
| 19 years | \$45.07 | \$45.07 | \$45.07 | \$48.07 | \$50.08 |
| 20 years | \$47.57 | \$47.57 | \$47.57 | \$50.74 | \$52.85 |

Apprentice - Started before 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 | \$9.52 | \$14.28 | \$19.04 | \$19.04 | \$28.56 | \$19.04 |
| Apprentice - 2nd year | \$12.70 | \$19.05 | \$25.40 | \$25.40 | \$38.10 | \$25.40 |
| Apprentice - 3rd year | \$15.87 | \$23.81 | \$31.74 | \$31.74 | \$47.61 | \$31.74 |
| Apprentice - 4th year | \$19.05 | \$28.58 | \$38.10 | \$38.10 | \$57.15 | \$38.10 |

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 | \$14.28 | \$19.04 | \$14.28 | \$19.04 | \$19.04 | \$19.04 | \$20.47 |
| Apprentice - 2nd year | \$19.05 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$27.31 |
| Apprentice - 3rd year | \$23.81 | \$31.74 | \$23.81 | \$31.74 | \$31.74 | \$31.74 | \$34.12 |
| Apprentice - 4th year | \$28.58 | \$38.10 | \$28.58 | \$38.10 | \$38.10 | \$38.10 | \$40.96 |

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 | \$21.42 | \$11.90 | \$10.95 | \$10.95 | \$10.95 per hour and an additional \$3.19 per shift | \$10.95 per hour and an additional \$6.30 per shift |
| Apprentice - 2nd year | \$28.58 | \$15.88 | \$14.61 | \$14.61 | \$14.61 per hour and an additional \$3.19 per shift | \$14.61 per hour and an additional \$6.30 per shift |
| Apprentice - 3rd year | \$35.71 | \$19.84 | \$18.25 | \$18.25 | \$18.25 per hour and an additional \$3.19 per shift | \$18.25 per hour and an additional \$6.30 per shift |
| Apprentice - 4th year | \$42.86 | \$23.81 | \$21.91 | \$21.91 | \$21.91 per hour and an additional \$3.19 per shift | \$21.91 per hour and an additional \$6.30 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 | \$10.59 | \$15.89 | \$21.18 | \$21.18 | \$31.77 | \$21.18 |
| Apprentice - 2nd year | \$12.70 | \$19.05 | \$25.40 | \$25.40 | \$38.10 | \$25.40 |
| Apprentice - 3rd year | \$15.88 | \$23.82 | \$31.76 | \$31.76 | \$47.64 | \$31.76 |
| Apprentice - 4th year | \$19.05 | \$28.58 | \$38.10 | \$38.10 | \$57.15 | \$38.10 |

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 | \$15.89 | \$21.18 | \$15.89 | \$21.18 | \$21.18 | \$21.18 | \$22.77 |
| Apprentice - 2nd year | \$19.05 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$27.31 |
| Apprentice - 3rd year | \$23.82 | \$31.76 | \$23.82 | \$31.76 | \$31.76 | \$31.76 | \$34.14 |
| Apprentice - 4th year | \$28.58 | \$38.10 | \$28.58 | \$38.10 | \$38.10 | \$38.10 | \$40.96 |

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 | \$23.83 | \$13.24 | \$12.18 | \$12.18 | \$12.18 per hour and an additional \$3.19 per shift | \$12.18 per hour and an additional \$6.30 per shift |
| Apprentice - 2nd year | \$28.58 | \$15.88 | \$14.61 | \$14.61 | \$14.61 per hour and an additional \$3.19 per shift | \$14.61 per hour and an additional \$6.30 per shift |
| Apprentice - 3rd year | \$35.73 | \$19.85 | \$18.26 | \$18.26 | \$18.26 per hour and an additional \$3.19 per shift | \$18.26 per hour and an additional \$6.30 per shift |
| Apprentice - 4th year | \$42.86 | \$23.81 | \$21.91 | \$21.91 | \$21.91 per hour and an additional \$3.19 per shift | \$21.91 per hour and an additional \$6.30 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 | \$10.59 | \$15.89 | \$21.18 | \$21.18 | \$31.77 | \$21.18 |
| Apprentice - 2nd year | \$13.76 | \$20.64 | \$27.52 | \$27.52 | \$41.28 | \$27.52 |
| Apprentice - 3rd year | \$15.88 | \$23.82 | \$31.76 | \$31.76 | \$47.64 | \$31.76 |
| Apprentice - 4th year | \$19.05 | \$28.58 | \$38.10 | \$38.10 | \$57.15 | \$38.10 |

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 | \$15.89 | \$21.18 | \$15.89 | \$21.18 | \$21.18 | \$21.18 | \$22.77 |
| Apprentice - 2nd year | \$20.64 | \$27.52 | \$20.64 | \$27.52 | \$27.52 | \$27.52 | \$29.58 |
| Apprentice - 3rd year | \$23.82 | \$31.76 | \$23.82 | \$31.76 | \$31.76 | \$31.76 | \$34.14 |
| Apprentice - 4th year | \$28.58 | \$38.10 | \$28.58 | \$38.10 | \$38.10 | \$38.10 | \$40.96 |

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 | \$23.83 | \$13.24 | \$12.18 | \$12.18 | \$12.18 per hour and an additional \$3.19 per shift | \$12.18 per hour and an additional \$6.30 per shift |
| Apprentice - 2nd year | \$30.96 | \$17.20 | \$15.82 | \$15.82 | \$15.82 per hour and an additional \$3.19 per shift | \$15.82 per hour and an additional \$6.30 per shift |
| Apprentice - 3rd year | \$35.73 | \$19.85 | \$18.26 | \$18.26 | \$18.26 per hour and an additional \$3.19 per shift | \$18.26 per hour and an additional \$6.30 per shift |
| Apprentice - 4th year | \$42.86 | \$23.81 | \$21.91 | \$21.91 | \$21.91 per hour and an additional \$3.19 per shift | \$21.91 per hour and an additional \$6.30 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 | \$592.64 | \$16.93 | \$25.40 | \$33.86 | \$33.86 | \$50.79 | \$33.86 |
| Apprentice - 2nd year | \$666.72 | \$19.05 | \$28.58 | \$38.10 | \$38.10 | \$57.15 | \$38.10 |
| Apprentice - 3rd year | \$703.76 | \$20.11 | \$30.17 | \$40.22 | \$40.22 | \$60.33 | \$40.22 |

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 | \$25.40 | \$33.86 | \$25.40 | \$33.86 | \$33.86 | \$33.86 | \$36.40 |
| Apprentice - 2nd year | \$28.58 | \$38.10 | \$28.58 | \$38.10 | \$38.10 | \$38.10 | \$40.96 |
| Apprentice - 3rd year | \$30.17 | \$40.22 | \$30.17 | \$40.22 | \$40.22 | \$40.22 | \$43.24 |

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 | \$38.09 | \$21.16 | \$19.47 | \$19.47 | \$19.47 per hour and an additional \$3.19 per shift | \$19.47 per hour and an additional \$6.30 per shift |
| Apprentice - 2nd year | \$42.86 | \$23.81 | \$21.91 | \$21.91 | \$21.91 per hour and an additional \$3.19 per shift | \$21.91 per hour and an additional \$6.30 per shift |
| Apprentice - 3rd year | \$45.25 | \$25.14 | \$23.13 | \$23.13 | \$23.13 per hour and an additional \$3.19 per shift | \$23.13 per hour and an additional \$6.30 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 | \$16.94 | \$25.41 | \$33.88 | \$33.88 | \$50.82 | \$33.88 |
| Apprentice - 2nd year | \$20.76 | \$31.14 | \$41.52 | \$41.52 | \$62.28 | \$41.52 |
| Apprentice - 3rd year | \$20.76 | \$31.14 | \$41.52 | \$41.52 | \$62.28 | \$41.52 |

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 | \$25.41 | \$33.88 | \$25.41 | \$33.88 | \$33.88 | \$33.88 | \$36.42 |
| Apprentice - 2nd year | \$31.14 | \$41.52 | \$31.14 | \$41.52 | \$41.52 | \$41.52 | \$44.63 |
| Apprentice - 3rd year | \$31.14 | \$41.52 | \$31.14 | \$41.52 | \$41.52 | \$41.52 | \$44.63 |

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 | \$38.12 | \$21.18 | \$19.48 | \$19.48 | \$19.48 per hour and an additional \$3.19 per shift | \$19.47 per hour and an additional \$6.30 per shift |
| Apprentice - 2nd year | \$46.71 | \$25.95 | \$23.87 | \$23.87 | \$23.87 per hour and an additional \$3.19 per shift | \$23.87 per hour and an additional \$6.30 per shift |
| Apprentice - 3rd year | \$46.71 | \$25.95 | \$23.87 | \$23.87 | \$23.87 per hour and an additional \$3.19 per shift | \$23.87 per hour and an additional \$6.30 per shift |

Allowances

| Allowances | Rate |
|---|--|
| Boom welding allowance - production & engineering employees only - not open cut work | \$0.70 per hour |
| Confined spaces allowance (electrical/ mechanical) - production & engineering employees only | \$0.59 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 | \$1.70 per shift |
| First aid officer allowance - production & engineering (not open cut or underground work) & Staff employees | \$5.63 per day or per shift |
| First aid attendant allowance - production & engineering (not open cut or underground work) & Staff employees | \$3.33 per day or per shift |
| Height money allowance (electrical/ mechanical) - production & engineering employees only | \$1.70 per shift |
| Live sewer work allowance - QLD - until 31 December 2014 | \$10.38 per hour |
| Longwall allowance - NSW - until 31 December 2014 | \$0.99 per hour up to a maximum of \$34.50 per week with a minimum payment of \$3.45 |
| Meal allowance | \$14.23 for each meal |
| Shaft work allowance (electrical/ mechanical) - production & engineering employees only | \$4.37 per shift with a minimum payment of four hours |
| Shaft sinking or drift driving allowance - NSW - until 31 December 2014 | \$10.81 per shift |
| 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 | \$1.70 per day or per shift |
| Washery allowance - production & engineering employees only | \$4.67 per day or per shift |
| Water money allowance - production & engineering employees only | \$3.63 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.