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# Pay Guide - Black Coal Mining Industry Award

## [MA000001]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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

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

### Adult

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

Table 1 of 6

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	\$916.50	\$26.19	\$39.29	\$52.38	\$52.38	\$78.57	\$52.38
Mineworker - Induction level 2	\$934.10	\$26.69	\$40.04	\$53.38	\$53.38	\$80.07	\$53.38
Mineworker - Training	\$934.10	\$26.69	\$40.04	\$53.38	\$53.38	\$80.07	\$53.38
Mineworker	\$998.60	\$28.53	\$42.80	\$57.06	\$57.06	\$85.59	\$57.06
Mineworker - Advanced	\$1,046.70	\$29.91	\$44.87	\$59.82	\$59.82	\$89.73	\$59.82
Mineworker - Specialised	\$1,154.30	\$32.98	\$49.47	\$65.96	\$65.96	\$98.94	\$65.96

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Mineworker - Induction level 1	\$39.29	\$52.38	\$39.29	\$52.38	\$52.38	\$56.31	\$58.93
Mineworker - Induction level 2	\$40.04	\$53.38	\$40.04	\$53.38	\$53.38	\$57.38	\$60.05
Mineworker - Training	\$40.04	\$53.38	\$40.04	\$53.38	\$53.38	\$57.38	\$60.05
Mineworker	\$42.80	\$57.06	\$42.80	\$57.06	\$57.06	\$61.34	\$64.19
Mineworker - Advanced	\$44.87	\$59.82	\$44.87	\$59.82	\$59.82	\$64.31	\$67.30
Mineworker - Specialised	\$49.47	\$65.96	\$49.47	\$65.96	\$65.96	\$70.91	\$74.21

**Table 3 of 6**

<b>Classification</b>	<b>Afternoon shift (not open cut mines) - Monday to Friday</b>	<b>Rotating night shift (not open cut mines) - Monday to Friday</b>	<b>Afternoon shift (open cut mines) - Monday to Friday</b>	<b>Rotating night shift (open cut mines) - Monday to Friday</b>	<b>Permanent night shift - Monday to Friday</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>
Mineworker - Induction level 1	\$30.12	\$30.12	\$30.12 per hour and an additional \$4.02 per shift	\$30.12 per hour and an additional \$7.94 per shift	\$32.74	\$45.18
Mineworker - Induction level 2	\$30.69	\$30.69	\$30.69 per hour and an additional \$4.02 per shift	\$30.69 per hour and an additional \$7.94 per shift	\$33.36	\$46.04
Mineworker - Training	\$30.69	\$30.69	\$30.69 per hour and an additional \$4.02 per shift	\$30.69 per hour and an additional \$7.94 per shift	\$33.36	\$46.04
Mineworker	\$32.81	\$32.81	\$32.81 per hour and an additional \$4.02 per shift	\$32.81 per hour and an additional \$7.94 per shift	\$35.66	\$49.21
Mineworker - Advanced	\$34.40	\$34.40	\$34.40 per hour and an additional \$4.02 per shift	\$34.40 per hour and an additional \$7.94 per shift	\$37.39	\$51.59
Mineworker - Specialised	\$37.93	\$37.93	\$37.93 per hour and an additional \$4.02 per shift	\$37.93 per hour and an additional \$7.94 per shift	\$41.23	\$56.89

**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>	<b>Public holiday - permanent night shift</b>
Mineworker - Induction level 1	\$60.24	\$60.24	\$49.11	\$65.48	\$65.48	\$86.43	\$91.67
Mineworker - Induction level 2	\$61.39	\$61.39	\$50.04	\$66.73	\$66.73	\$88.08	\$93.42
Mineworker - Training	\$61.39	\$61.39	\$50.04	\$66.73	\$66.73	\$88.08	\$93.42
Mineworker	\$65.62	\$65.62	\$53.49	\$71.33	\$71.33	\$94.15	\$99.86
Mineworker - Advanced	\$68.79	\$68.79	\$56.08	\$74.78	\$74.78	\$98.70	\$104.69
Mineworker - Specialised	\$75.85	\$75.85	\$61.84	\$82.45	\$82.45	\$108.83	\$115.43

**Table 5 of 6**

<b>Classification</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Mineworker - Induction level 1	\$58.27	\$60.24	\$60.24	\$62.20	\$65.48	\$65.48
Mineworker - Induction level 2	\$59.39	\$61.39	\$61.39	\$63.39	\$66.73	\$66.73
Mineworker - Training	\$59.39	\$61.39	\$61.39	\$63.39	\$66.73	\$66.73
Mineworker	\$63.48	\$65.62	\$65.62	\$67.76	\$71.33	\$71.33
Mineworker - Advanced	\$66.55	\$68.79	\$68.79	\$71.04	\$74.78	\$74.78
Mineworker - Specialised	\$73.38	\$75.85	\$75.85	\$78.33	\$82.45	\$82.45

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Mineworker - Induction level 1	\$52.38	\$78.57	\$86.43	\$91.67	\$78.57	\$52.38
Mineworker - Induction level 2	\$53.38	\$80.07	\$88.08	\$93.42	\$80.07	\$53.38
Mineworker - Training	\$53.38	\$80.07	\$88.08	\$93.42	\$80.07	\$53.38
Mineworker	\$57.06	\$85.59	\$94.15	\$99.86	\$85.59	\$57.06
Mineworker - Advanced	\$59.82	\$89.73	\$98.70	\$104.69	\$89.73	\$59.82
Mineworker - Specialised	\$65.96	\$98.94	\$108.83	\$115.43	\$98.94	\$65.96

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

Table 1 of 6

Classification	Weekly pay rate	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday
Coal mining industry employee - Group A	\$982.40	\$28.07	\$42.11	\$56.14	\$56.14	\$84.21
Coal mining industry employee - Group B	\$1,010.40	\$28.87	\$43.31	\$57.74	\$57.74	\$86.61
Coal mining industry employee - Group C	\$1,036.30	\$29.61	\$44.42	\$59.22	\$59.22	\$88.83
Coal mining industry employee - Group D	\$1,052.20	\$30.06	\$45.09	\$60.12	\$60.12	\$90.18
Coal mining industry employee - Group E	\$1,073.40	\$30.67	\$46.01	\$61.34	\$61.34	\$92.01
Coal mining industry employee - Group F	\$1,083.80	\$30.97	\$46.46	\$61.94	\$61.94	\$92.91
Coal mining industry employee - Group G	\$1,141.00	\$32.60	\$48.90	\$65.20	\$65.20	\$97.80
Coal mining industry employee - Group H	\$1,154.30	\$32.98	\$49.47	\$65.96	\$65.96	\$98.94
Coal mining industry employee - Group I	\$1,172.30	\$33.49	\$50.24	\$66.98	\$66.98	\$100.47
Coal mining industry employee - Group J	\$1,188.20	\$33.95	\$50.93	\$67.90	\$67.90	\$101.85
Coal mining industry employee - Group K	\$1,214.90	\$34.71	\$52.07	\$69.42	\$69.42	\$104.13
Coal mining industry employee - Group L	\$1,244.60	\$35.56	\$53.34	\$71.12	\$71.12	\$106.68
Coal mining industry employee - Group M	\$1,293.80	\$36.97	\$55.46	\$73.94	\$73.94	\$110.91
Graduate Engineer level 1	\$950.56	\$27.16	\$40.74	\$54.32	\$54.32	\$81.48
Graduate Engineer level 2	\$1,021.85	\$29.20	\$43.80	\$58.40	\$58.40	\$87.60
Graduate Engineer level 3	\$1,116.91	\$31.91	\$47.87	\$63.82	\$63.82	\$95.73
Commercial graduate level 1	\$937.84	\$26.80	\$40.20	\$53.60	\$53.60	\$80.40
Commercial graduate level 2	\$1,008.18	\$28.81	\$43.22	\$57.62	\$57.62	\$86.43
Commercial graduate level 3	\$1,101.96	\$31.48	\$47.22	\$62.96	\$62.96	\$94.44

**Table 2 of 6**

<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>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>
Coal mining industry employee - Group A	\$56.14	\$32.28	\$32.28	\$35.09	\$48.42	\$64.56
Coal mining industry employee - Group B	\$57.74	\$33.20	\$33.20	\$36.09	\$49.80	\$66.40
Coal mining industry employee - Group C	\$59.22	\$34.05	\$34.05	\$37.01	\$51.08	\$68.10
Coal mining industry employee - Group D	\$60.12	\$34.57	\$34.57	\$37.58	\$51.85	\$69.14
Coal mining industry employee - Group E	\$61.34	\$35.27	\$35.27	\$38.34	\$52.91	\$70.54
Coal mining industry employee - Group F	\$61.94	\$35.62	\$35.62	\$38.71	\$53.42	\$71.23
Coal mining industry employee - Group G	\$65.20	\$37.49	\$37.49	\$40.75	\$56.24	\$74.98
Coal mining industry employee - Group H	\$65.96	\$37.93	\$37.93	\$41.23	\$56.89	\$75.85
Coal mining industry employee - Group I	\$66.98	\$38.51	\$38.51	\$41.86	\$57.77	\$77.03
Coal mining industry employee - Group J	\$67.90	\$39.04	\$39.04	\$42.44	\$58.56	\$78.09
Coal mining industry employee - Group K	\$69.42	\$39.92	\$39.92	\$43.39	\$59.87	\$79.83
Coal mining industry employee - Group L	\$71.12	\$40.89	\$40.89	\$44.45	\$61.34	\$81.79
Coal mining industry employee - Group M	\$73.94	\$42.52	\$42.52	\$46.21	\$63.77	\$85.03
Graduate Engineer level 1	\$54.32	\$31.23	\$31.23	\$33.95	\$46.85	\$62.47
Graduate Engineer level 2	\$58.40	\$33.58	\$33.58	\$36.50	\$50.37	\$67.16
Graduate Engineer level 3	\$63.82	\$36.70	\$36.70	\$39.89	\$55.04	\$73.39
Commercial graduate level 1	\$53.60	\$30.82	\$30.82	\$33.50	\$46.23	\$61.64
Commercial graduate level 2	\$57.62	\$33.13	\$33.13	\$36.01	\$49.70	\$66.26
Commercial graduate level 3	\$62.96	\$36.20	\$36.20	\$39.35	\$54.30	\$72.40

**Table 3 of 6**

<b>Classification</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>	<b>Public holiday - permanent night shift</b>
Coal mining industry employee - Group A	\$64.56	\$52.63	\$70.18	\$70.18	\$92.63	\$98.25
Coal mining industry employee - Group B	\$66.40	\$54.13	\$72.18	\$72.18	\$95.27	\$101.05
Coal mining industry employee - Group C	\$68.10	\$55.52	\$74.03	\$74.03	\$97.71	\$103.64
Coal mining industry employee - Group D	\$69.14	\$56.36	\$75.15	\$75.15	\$99.20	\$105.21
Coal mining industry employee - Group E	\$70.54	\$57.51	\$76.68	\$76.68	\$101.21	\$107.35
Coal mining industry employee - Group F	\$71.23	\$58.07	\$77.43	\$77.43	\$102.20	\$108.40
Coal mining industry employee - Group G	\$74.98	\$61.13	\$81.50	\$81.50	\$107.58	\$114.10
Coal mining industry employee - Group H	\$75.85	\$61.84	\$82.45	\$82.45	\$108.83	\$115.43
Coal mining industry employee - Group I	\$77.03	\$62.79	\$83.73	\$83.73	\$110.52	\$117.22
Coal mining industry employee - Group J	\$78.09	\$63.66	\$84.88	\$84.88	\$112.04	\$118.83
Coal mining industry employee - Group K	\$79.83	\$65.08	\$86.78	\$86.78	\$114.54	\$121.49
Coal mining industry employee - Group L	\$81.79	\$66.68	\$88.90	\$88.90	\$117.35	\$124.46
Coal mining industry employee - Group M	\$85.03	\$69.32	\$92.43	\$92.43	\$122.00	\$129.40
Graduate Engineer level 1	\$62.47	\$50.93	\$67.90	\$67.90	\$89.63	\$95.06
Graduate Engineer level 2	\$67.16	\$54.75	\$73.00	\$73.00	\$96.36	\$102.20
Graduate Engineer level 3	\$73.39	\$59.83	\$79.78	\$79.78	\$105.30	\$111.69
Commercial graduate level 1	\$61.64	\$50.25	\$67.00	\$67.00	\$88.44	\$93.80
Commercial graduate level 2	\$66.26	\$54.02	\$72.03	\$72.03	\$95.07	\$100.84
Commercial graduate level 3	\$72.40	\$59.03	\$78.70	\$78.70	\$103.88	\$110.18

**Table 4 of 6**

<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 - afternoon and rotating night shift on a 6 or 7 day roster</b>
Coal mining industry employee - Group A	\$42.11	\$56.14	\$42.11	\$56.14	\$56.14	\$60.35
Coal mining industry employee - Group B	\$43.31	\$57.74	\$43.31	\$57.74	\$57.74	\$62.07
Coal mining industry employee - Group C	\$44.42	\$59.22	\$44.42	\$59.22	\$59.22	\$63.66
Coal mining industry employee - Group D	\$45.09	\$60.12	\$45.09	\$60.12	\$60.12	\$64.63
Coal mining industry employee - Group E	\$46.01	\$61.34	\$46.01	\$61.34	\$61.34	\$65.94
Coal mining industry employee - Group F	\$46.46	\$61.94	\$46.46	\$61.94	\$61.94	\$66.59
Coal mining industry employee - Group G	\$48.90	\$65.20	\$48.90	\$65.20	\$65.20	\$70.09
Coal mining industry employee - Group H	\$49.47	\$65.96	\$49.47	\$65.96	\$65.96	\$70.91
Coal mining industry employee - Group I	\$50.24	\$66.98	\$50.24	\$66.98	\$66.98	\$72.00
Coal mining industry employee - Group J	\$50.93	\$67.90	\$50.93	\$67.90	\$67.90	\$72.99
Coal mining industry employee - Group K	\$52.07	\$69.42	\$52.07	\$69.42	\$69.42	\$74.63
Coal mining industry employee - Group L	\$53.34	\$71.12	\$53.34	\$71.12	\$71.12	\$76.45
Coal mining industry employee - Group M	\$55.46	\$73.94	\$55.46	\$73.94	\$73.94	\$79.49
Graduate Engineer level 1	\$40.74	\$54.32	\$40.74	\$54.32	\$54.32	\$58.39
Graduate Engineer level 2	\$43.80	\$58.40	\$43.80	\$58.40	\$58.40	\$62.78
Graduate Engineer level 3	\$47.87	\$63.82	\$47.87	\$63.82	\$63.82	\$68.61
Commercial graduate level 1	\$40.20	\$53.60	\$40.20	\$53.60	\$53.60	\$57.62
Commercial graduate level 2	\$43.22	\$57.62	\$43.22	\$57.62	\$57.62	\$61.94
Commercial graduate level 3	\$47.22	\$62.96	\$47.22	\$62.96	\$62.96	\$67.68



**Table 5 of 6**

<b>Classification</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>
Coal mining industry employee - Group A	\$63.16	\$62.46	\$64.56	\$64.56	\$66.67	\$70.18
Coal mining industry employee - Group B	\$64.96	\$64.24	\$66.40	\$66.40	\$68.57	\$72.18
Coal mining industry employee - Group C	\$66.62	\$65.88	\$68.10	\$68.10	\$70.32	\$74.03
Coal mining industry employee - Group D	\$67.64	\$66.88	\$69.14	\$69.14	\$71.39	\$75.15
Coal mining industry employee - Group E	\$69.01	\$68.24	\$70.54	\$70.54	\$72.84	\$76.68
Coal mining industry employee - Group F	\$69.68	\$68.91	\$71.23	\$71.23	\$73.55	\$77.43
Coal mining industry employee - Group G	\$73.35	\$72.54	\$74.98	\$74.98	\$77.43	\$81.50
Coal mining industry employee - Group H	\$74.21	\$73.38	\$75.85	\$75.85	\$78.33	\$82.45
Coal mining industry employee - Group I	\$75.35	\$74.52	\$77.03	\$77.03	\$79.54	\$83.73
Coal mining industry employee - Group J	\$76.39	\$75.54	\$78.09	\$78.09	\$80.63	\$84.88
Coal mining industry employee - Group K	\$78.10	\$77.23	\$79.83	\$79.83	\$82.44	\$86.78
Coal mining industry employee - Group L	\$80.01	\$79.12	\$81.79	\$81.79	\$84.46	\$88.90
Coal mining industry employee - Group M	\$83.18	\$82.26	\$85.03	\$85.03	\$87.80	\$92.43
Graduate Engineer level 1	\$61.11	\$60.43	\$62.47	\$62.47	\$64.51	\$67.90
Graduate Engineer level 2	\$65.70	\$64.97	\$67.16	\$67.16	\$69.35	\$73.00
Graduate Engineer level 3	\$71.80	\$71.00	\$73.39	\$73.39	\$75.79	\$79.78
Commercial graduate level 1	\$60.30	\$59.63	\$61.64	\$61.64	\$63.65	\$67.00
Commercial graduate level 2	\$64.82	\$64.10	\$66.26	\$66.26	\$68.42	\$72.03
Commercial graduate level 3	\$70.83	\$70.04	\$72.40	\$72.40	\$74.77	\$78.70

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Coal mining industry employee - Group A	\$70.18	\$56.14	\$84.21	\$92.63	\$98.25	\$84.21	\$56.14
Coal mining industry employee - Group B	\$72.18	\$57.74	\$86.61	\$95.27	\$101.05	\$86.61	\$57.74
Coal mining industry employee - Group C	\$74.03	\$59.22	\$88.83	\$97.71	\$103.64	\$88.83	\$59.22
Coal mining industry employee - Group D	\$75.15	\$60.12	\$90.18	\$99.20	\$105.21	\$90.18	\$60.12
Coal mining industry employee - Group E	\$76.68	\$61.34	\$92.01	\$101.21	\$107.35	\$92.01	\$61.34
Coal mining industry employee - Group F	\$77.43	\$61.94	\$92.91	\$102.20	\$108.40	\$92.91	\$61.94
Coal mining industry employee - Group G	\$81.50	\$65.20	\$97.80	\$107.58	\$114.10	\$97.80	\$65.20
Coal mining industry employee - Group H	\$82.45	\$65.96	\$98.94	\$108.83	\$115.43	\$98.94	\$65.96
Coal mining industry employee - Group I	\$83.73	\$66.98	\$100.47	\$110.52	\$117.22	\$100.47	\$66.98
Coal mining industry employee - Group J	\$84.88	\$67.90	\$101.85	\$112.04	\$118.83	\$101.85	\$67.90
Coal mining industry employee - Group K	\$86.78	\$69.42	\$104.13	\$114.54	\$121.49	\$104.13	\$69.42
Coal mining industry employee - Group L	\$88.90	\$71.12	\$106.68	\$117.35	\$124.46	\$106.68	\$71.12
Coal mining industry employee - Group M	\$92.43	\$73.94	\$110.91	\$122.00	\$129.40	\$110.91	\$73.94
Graduate Engineer level 1	\$67.90	\$54.32	\$81.48	\$89.63	\$95.06	\$81.48	\$54.32
Graduate Engineer level 2	\$73.00	\$58.40	\$87.60	\$96.36	\$102.20	\$87.60	\$58.40
Graduate Engineer level 3	\$79.78	\$63.82	\$95.73	\$105.30	\$111.69	\$95.73	\$63.82
Commercial graduate level 1	\$67.00	\$53.60	\$80.40	\$88.44	\$93.80	\$80.40	\$53.60
Commercial graduate level 2	\$72.03	\$57.62	\$86.43	\$95.07	\$100.84	\$86.43	\$57.62
Commercial graduate level 3	\$78.70	\$62.96	\$94.44	\$103.88	\$110.18	\$94.44	\$62.96

## Casual

Table 1 of 6

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	\$35.09	\$52.64	\$70.18	\$70.18	\$105.27	\$63.16
Coal mining industry employee - Group B	\$36.09	\$54.14	\$72.18	\$72.18	\$108.27	\$64.96
Coal mining industry employee - Group C	\$37.01	\$55.52	\$74.02	\$74.02	\$111.03	\$66.62
Coal mining industry employee - Group D	\$37.58	\$56.37	\$75.16	\$75.16	\$112.74	\$67.64
Coal mining industry employee - Group E	\$38.34	\$57.51	\$76.68	\$76.68	\$115.02	\$69.01
Coal mining industry employee - Group F	\$38.71	\$58.07	\$77.42	\$77.42	\$116.13	\$69.68
Coal mining industry employee - Group G	\$40.75	\$61.13	\$81.50	\$81.50	\$122.25	\$73.35
Coal mining industry employee - Group H	\$41.23	\$61.85	\$82.46	\$82.46	\$123.69	\$74.21
Coal mining industry employee - Group I	\$41.86	\$62.79	\$83.72	\$83.72	\$125.58	\$75.35
Coal mining industry employee - Group J	\$42.44	\$63.66	\$84.88	\$84.88	\$127.32	\$76.39
Coal mining industry employee - Group K	\$43.39	\$65.09	\$86.78	\$86.78	\$130.17	\$78.10
Coal mining industry employee - Group L	\$44.45	\$66.68	\$88.90	\$88.90	\$133.35	\$80.01
Coal mining industry employee - Group M	\$46.21	\$69.32	\$92.42	\$92.42	\$138.63	\$83.18
Graduate Engineer level 1	\$33.95	\$50.93	\$67.90	\$67.90	\$101.85	\$61.11
Graduate Engineer level 2	\$36.50	\$54.75	\$73.00	\$73.00	\$109.50	\$65.70
Graduate Engineer level 3	\$39.89	\$59.84	\$79.78	\$79.78	\$119.67	\$71.80
Commercial graduate level 1	\$33.50	\$50.25	\$67.00	\$67.00	\$100.50	\$60.30
Commercial graduate level 2	\$36.01	\$54.02	\$72.02	\$72.02	\$108.03	\$64.82
Commercial graduate level 3	\$39.35	\$59.03	\$78.70	\$78.70	\$118.05	\$70.83

**Table 2 of 6**

<b>Classification</b>	<b>Afternoon shift</b>	<b>Rotating night shift</b>	<b>Permanent night shift</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>
Coal mining industry employee - Group A	\$40.35	\$40.35	\$43.86	\$60.53	\$80.71	\$80.71
Coal mining industry employee - Group B	\$41.50	\$41.50	\$45.11	\$62.26	\$83.01	\$83.01
Coal mining industry employee - Group C	\$42.56	\$42.56	\$46.26	\$63.84	\$85.12	\$85.12
Coal mining industry employee - Group D	\$43.22	\$43.22	\$46.98	\$64.83	\$86.43	\$86.43
Coal mining industry employee - Group E	\$44.09	\$44.09	\$47.93	\$66.14	\$88.18	\$88.18
Coal mining industry employee - Group F	\$44.52	\$44.52	\$48.39	\$66.77	\$89.03	\$89.03
Coal mining industry employee - Group G	\$46.86	\$46.86	\$50.94	\$70.29	\$93.73	\$93.73
Coal mining industry employee - Group H	\$47.41	\$47.41	\$51.54	\$71.12	\$94.83	\$94.83
Coal mining industry employee - Group I	\$48.14	\$48.14	\$52.33	\$72.21	\$96.28	\$96.28
Coal mining industry employee - Group J	\$48.81	\$48.81	\$53.05	\$73.21	\$97.61	\$97.61
Coal mining industry employee - Group K	\$49.90	\$49.90	\$54.24	\$74.85	\$99.80	\$99.80
Coal mining industry employee - Group L	\$51.12	\$51.12	\$55.56	\$76.68	\$102.24	\$102.24
Coal mining industry employee - Group M	\$53.14	\$53.14	\$57.76	\$79.71	\$106.28	\$106.28
Graduate Engineer level 1	\$39.04	\$39.04	\$42.44	\$58.56	\$78.09	\$78.09
Graduate Engineer level 2	\$41.98	\$41.98	\$45.63	\$62.96	\$83.95	\$83.95
Graduate Engineer level 3	\$45.87	\$45.87	\$49.86	\$68.81	\$91.75	\$91.75
Commercial graduate level 1	\$38.53	\$38.53	\$41.88	\$57.79	\$77.05	\$77.05
Commercial graduate level 2	\$41.41	\$41.41	\$45.01	\$62.12	\$82.82	\$82.82
Commercial graduate level 3	\$45.25	\$45.25	\$49.19	\$67.88	\$90.51	\$90.51

**Table 3 of 6**

<b>Classification</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - Monday to Friday - first 3 hours</b>
Coal mining industry employee - Group A	\$65.79	\$87.73	\$87.73	\$115.80	\$122.82	\$52.64
Coal mining industry employee - Group B	\$67.67	\$90.23	\$90.23	\$119.10	\$126.32	\$54.14
Coal mining industry employee - Group C	\$69.39	\$92.53	\$92.53	\$122.13	\$129.54	\$55.52
Coal mining industry employee - Group D	\$70.46	\$93.95	\$93.95	\$124.01	\$131.53	\$56.37
Coal mining industry employee - Group E	\$71.89	\$95.85	\$95.85	\$126.52	\$134.19	\$57.51
Coal mining industry employee - Group F	\$72.58	\$96.78	\$96.78	\$127.74	\$135.49	\$58.07
Coal mining industry employee - Group G	\$76.41	\$101.88	\$101.88	\$134.48	\$142.63	\$61.13
Coal mining industry employee - Group H	\$77.31	\$103.08	\$103.08	\$136.06	\$144.31	\$61.85
Coal mining industry employee - Group I	\$78.49	\$104.65	\$104.65	\$138.14	\$146.51	\$62.79
Coal mining industry employee - Group J	\$79.58	\$106.10	\$106.10	\$140.05	\$148.54	\$63.66
Coal mining industry employee - Group K	\$81.36	\$108.48	\$108.48	\$143.19	\$151.87	\$65.09
Coal mining industry employee - Group L	\$83.34	\$111.13	\$111.13	\$146.69	\$155.58	\$66.68
Coal mining industry employee - Group M	\$86.64	\$115.53	\$115.53	\$152.49	\$161.74	\$69.32
Graduate Engineer level 1	\$63.66	\$84.88	\$84.88	\$112.04	\$118.83	\$50.93
Graduate Engineer level 2	\$68.44	\$91.25	\$91.25	\$120.45	\$127.75	\$54.75
Graduate Engineer level 3	\$74.79	\$99.73	\$99.73	\$131.64	\$139.62	\$59.84
Commercial graduate level 1	\$62.81	\$83.75	\$83.75	\$110.55	\$117.25	\$50.25
Commercial graduate level 2	\$67.52	\$90.03	\$90.03	\$118.83	\$126.04	\$54.02
Commercial graduate level 3	\$73.78	\$98.38	\$98.38	\$129.86	\$137.73	\$59.03

**Table 4 of 6**

<b>Classification</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 - 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	\$70.18	\$52.64	\$70.18	\$70.18	\$75.44	\$78.95
Coal mining industry employee - Group B	\$72.18	\$54.14	\$72.18	\$72.18	\$77.59	\$81.20
Coal mining industry employee - Group C	\$74.02	\$55.52	\$74.02	\$74.02	\$79.57	\$83.27
Coal mining industry employee - Group D	\$75.16	\$56.37	\$75.16	\$75.16	\$80.80	\$84.56
Coal mining industry employee - Group E	\$76.68	\$57.51	\$76.68	\$76.68	\$82.43	\$86.27
Coal mining industry employee - Group F	\$77.42	\$58.07	\$77.42	\$77.42	\$83.23	\$87.10
Coal mining industry employee - Group G	\$81.50	\$61.13	\$81.50	\$81.50	\$87.61	\$91.69
Coal mining industry employee - Group H	\$82.46	\$61.85	\$82.46	\$82.46	\$88.64	\$92.77
Coal mining industry employee - Group I	\$83.72	\$62.79	\$83.72	\$83.72	\$90.00	\$94.19
Coal mining industry employee - Group J	\$84.88	\$63.66	\$84.88	\$84.88	\$91.25	\$95.49
Coal mining industry employee - Group K	\$86.78	\$65.09	\$86.78	\$86.78	\$93.29	\$97.63
Coal mining industry employee - Group L	\$88.90	\$66.68	\$88.90	\$88.90	\$95.57	\$100.01
Coal mining industry employee - Group M	\$92.42	\$69.32	\$92.42	\$92.42	\$99.35	\$103.97
Graduate Engineer level 1	\$67.90	\$50.93	\$67.90	\$67.90	\$72.99	\$76.39
Graduate Engineer level 2	\$73.00	\$54.75	\$73.00	\$73.00	\$78.48	\$82.13
Graduate Engineer level 3	\$79.78	\$59.84	\$79.78	\$79.78	\$85.76	\$89.75
Commercial graduate level 1	\$67.00	\$50.25	\$67.00	\$67.00	\$72.03	\$75.38
Commercial graduate level 2	\$72.02	\$54.02	\$72.02	\$72.02	\$77.42	\$81.02
Commercial graduate level 3	\$78.70	\$59.03	\$78.70	\$78.70	\$84.60	\$88.54

**Table 5 of 6**

<b>Classification</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Coal mining industry employee - Group A	\$78.08	\$80.71	\$80.71	\$83.34	\$87.73	\$87.73
Coal mining industry employee - Group B	\$80.30	\$83.01	\$83.01	\$85.71	\$90.23	\$90.23
Coal mining industry employee - Group C	\$82.35	\$85.12	\$85.12	\$87.90	\$92.53	\$92.53
Coal mining industry employee - Group D	\$83.62	\$86.43	\$86.43	\$89.25	\$93.95	\$93.95
Coal mining industry employee - Group E	\$85.31	\$88.18	\$88.18	\$91.06	\$95.85	\$95.85
Coal mining industry employee - Group F	\$86.13	\$89.03	\$89.03	\$91.94	\$96.78	\$96.78
Coal mining industry employee - Group G	\$90.67	\$93.73	\$93.73	\$96.78	\$101.88	\$101.88
Coal mining industry employee - Group H	\$91.74	\$94.83	\$94.83	\$97.92	\$103.08	\$103.08
Coal mining industry employee - Group I	\$93.14	\$96.28	\$96.28	\$99.42	\$104.65	\$104.65
Coal mining industry employee - Group J	\$94.43	\$97.61	\$97.61	\$100.80	\$106.10	\$106.10
Coal mining industry employee - Group K	\$96.54	\$99.80	\$99.80	\$103.05	\$108.48	\$108.48
Coal mining industry employee - Group L	\$98.90	\$102.24	\$102.24	\$105.57	\$111.13	\$111.13
Coal mining industry employee - Group M	\$102.82	\$106.28	\$106.28	\$109.75	\$115.53	\$115.53
Graduate Engineer level 1	\$75.54	\$78.09	\$78.09	\$80.63	\$84.88	\$84.88
Graduate Engineer level 2	\$81.21	\$83.95	\$83.95	\$86.69	\$91.25	\$91.25
Graduate Engineer level 3	\$88.76	\$91.75	\$91.75	\$94.74	\$99.73	\$99.73
Commercial graduate level 1	\$74.54	\$77.05	\$77.05	\$79.56	\$83.75	\$83.75
Commercial graduate level 2	\$80.12	\$82.82	\$82.82	\$85.52	\$90.03	\$90.03
Commercial graduate level 3	\$87.55	\$90.51	\$90.51	\$93.46	\$98.38	\$98.38

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Coal mining industry employee - Group A	\$70.18	\$105.27	\$115.80	\$122.82	\$105.27	\$70.18
Coal mining industry employee - Group B	\$72.18	\$108.27	\$119.10	\$126.32	\$108.27	\$72.18
Coal mining industry employee - Group C	\$74.02	\$111.03	\$122.13	\$129.54	\$111.03	\$74.02
Coal mining industry employee - Group D	\$75.16	\$112.74	\$124.01	\$131.53	\$112.74	\$75.16
Coal mining industry employee - Group E	\$76.68	\$115.02	\$126.52	\$134.19	\$115.02	\$76.68
Coal mining industry employee - Group F	\$77.42	\$116.13	\$127.74	\$135.49	\$116.13	\$77.42
Coal mining industry employee - Group G	\$81.50	\$122.25	\$134.48	\$142.63	\$122.25	\$81.50
Coal mining industry employee - Group H	\$82.46	\$123.69	\$136.06	\$144.31	\$123.69	\$82.46
Coal mining industry employee - Group I	\$83.72	\$125.58	\$138.14	\$146.51	\$125.58	\$83.72
Coal mining industry employee - Group J	\$84.88	\$127.32	\$140.05	\$148.54	\$127.32	\$84.88
Coal mining industry employee - Group K	\$86.78	\$130.17	\$143.19	\$151.87	\$130.17	\$86.78
Coal mining industry employee - Group L	\$88.90	\$133.35	\$146.69	\$155.58	\$133.35	\$88.90
Coal mining industry employee - Group M	\$92.42	\$138.63	\$152.49	\$161.74	\$138.63	\$92.42
Graduate Engineer level 1	\$67.90	\$101.85	\$112.04	\$118.83	\$101.85	\$67.90
Graduate Engineer level 2	\$73.00	\$109.50	\$120.45	\$127.75	\$109.50	\$73.00
Graduate Engineer level 3	\$79.78	\$119.67	\$131.64	\$139.62	\$119.67	\$79.78
Commercial graduate level 1	\$67.00	\$100.50	\$110.55	\$117.25	\$100.50	\$67.00
Commercial graduate level 2	\$72.02	\$108.03	\$118.83	\$126.04	\$108.03	\$72.02
Commercial graduate level 3	\$78.70	\$118.05	\$129.86	\$137.73	\$118.05	\$78.70



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

Table 1 of 6

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	\$373.64	\$10.68	\$16.02	\$21.36	\$21.36	\$32.04	\$21.36
16 years	\$513.76	\$14.68	\$22.02	\$29.36	\$29.36	\$44.04	\$29.36
17 years	\$700.58	\$20.02	\$30.03	\$40.04	\$40.04	\$60.06	\$40.04

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
15 years and under	\$16.02	\$21.36	\$16.02	\$21.36	\$21.36	\$22.96	\$24.03
16 years	\$22.02	\$29.36	\$22.02	\$29.36	\$29.36	\$31.56	\$33.03
17 years	\$30.03	\$40.04	\$30.03	\$40.04	\$40.04	\$43.04	\$45.05

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday	Saturday - afternoon shift or rotating night shift - first 4 hours
15 years and under	\$12.28	\$12.28	\$12.28 per hour and an additional \$4.02 per shift	\$12.28 per hour and an additional \$7.94 per shift	\$13.35	\$18.42
16 years	\$16.88	\$16.88	\$16.88 per hour and an additional \$4.02 per shift	\$16.88 per hour and an additional \$7.94 per shift	\$18.35	\$25.32
17 years	\$23.02	\$23.02	\$23.02 per hour and an additional \$4.02 per shift	\$23.02 per hour and an additional \$7.94 per shift	\$25.03	\$34.53

**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>	<b>Public holiday - permanent night shift</b>
15 years and under	\$24.56	\$24.56	\$20.03	\$26.70	\$26.70	\$35.24	\$37.38
16 years	\$33.76	\$33.76	\$27.53	\$36.70	\$36.70	\$48.44	\$51.38
17 years	\$46.05	\$46.05	\$37.54	\$50.05	\$50.05	\$66.07	\$70.07

**Table 5 of 6**

<b>Classification</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
15 years and under	\$23.76	\$24.56	\$24.56	\$25.37	\$26.70	\$26.70
16 years	\$32.66	\$33.76	\$33.76	\$34.87	\$36.70	\$36.70
17 years	\$44.54	\$46.05	\$46.05	\$47.55	\$50.05	\$50.05

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
15 years and under	\$21.36	\$32.04	\$35.24	\$37.38	\$32.04	\$21.36
16 years	\$29.36	\$44.04	\$48.44	\$51.38	\$44.04	\$29.36
17 years	\$40.04	\$60.06	\$66.07	\$70.07	\$60.06	\$40.04

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

Table 1 of 6

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	\$638.56	\$18.24	\$27.36	\$36.48	\$36.48	\$54.72	\$36.48
16 years	\$638.56	\$18.24	\$27.36	\$36.48	\$36.48	\$54.72	\$36.48
17 years	\$687.68	\$19.65	\$29.48	\$39.30	\$39.30	\$58.95	\$39.30
18 years	\$785.92	\$22.45	\$33.68	\$44.90	\$44.90	\$67.35	\$44.90
19 years	\$884.16	\$25.26	\$37.89	\$50.52	\$50.52	\$75.78	\$50.52
20 years	\$933.28	\$26.67	\$40.01	\$53.34	\$53.34	\$80.01	\$53.34

Table 2 of 6

Classification	Afternoon shift	Rotating night shift	Permanent night shift	Saturday - afternoon shift or rotating night shift - first 4 hours	Saturday - afternoon shift or rotating night shift - after 4 hours	Sunday - afternoon shift or rotating night shift	Saturday - permanent night shift - first 4 hours
15 years and under	\$20.98	\$20.98	\$22.80	\$31.46	\$41.95	\$41.95	\$34.20
16 years	\$20.98	\$20.98	\$22.80	\$31.46	\$41.95	\$41.95	\$34.20
17 years	\$22.60	\$22.60	\$24.56	\$33.90	\$45.20	\$45.20	\$36.84
18 years	\$25.82	\$25.82	\$28.06	\$38.73	\$51.64	\$51.64	\$42.09
19 years	\$29.05	\$29.05	\$31.58	\$43.57	\$58.10	\$58.10	\$47.36
20 years	\$30.67	\$30.67	\$33.34	\$46.01	\$61.34	\$61.34	\$50.01

**Table 3 of 6**

<b>Classification</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>	<b>Public holiday - 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>
15 years and under	\$45.60	\$45.60	\$60.19	\$63.84	\$27.36	\$36.48	\$27.36
16 years	\$45.60	\$45.60	\$60.19	\$63.84	\$27.36	\$36.48	\$27.36
17 years	\$49.13	\$49.13	\$64.85	\$68.78	\$29.48	\$39.30	\$29.48
18 years	\$56.13	\$56.13	\$74.09	\$78.58	\$33.68	\$44.90	\$33.68
19 years	\$63.15	\$63.15	\$83.36	\$88.41	\$37.89	\$50.52	\$37.89
20 years	\$66.68	\$66.68	\$88.01	\$93.35	\$40.01	\$53.34	\$40.01

**Table 4 of 6**

<b>Classification</b>	<b>Overtime - Saturday - after 3 hours</b>	<b>Overtime - Sunday</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>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>
15 years and under	\$36.48	\$36.48	\$39.22	\$41.04	\$40.58	\$41.95
16 years	\$36.48	\$36.48	\$39.22	\$41.04	\$40.58	\$41.95
17 years	\$39.30	\$39.30	\$42.25	\$44.21	\$43.72	\$45.20
18 years	\$44.90	\$44.90	\$48.27	\$50.51	\$49.95	\$51.64
19 years	\$50.52	\$50.52	\$54.31	\$56.84	\$56.20	\$58.10
20 years	\$53.34	\$53.34	\$57.34	\$60.01	\$59.34	\$61.34

**Table 5 of 6**

<b>Classification</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - regular weekend workers</b>
15 years and under	\$41.95	\$43.32	\$45.60	\$45.60	\$36.48
16 years	\$41.95	\$43.32	\$45.60	\$45.60	\$36.48
17 years	\$45.20	\$46.67	\$49.13	\$49.13	\$39.30
18 years	\$51.64	\$53.32	\$56.13	\$56.13	\$44.90
19 years	\$58.10	\$59.99	\$63.15	\$63.15	\$50.52
20 years	\$61.34	\$63.34	\$66.68	\$66.68	\$53.34

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
15 years and under	\$54.72	\$60.19	\$63.84	\$54.72	\$36.48
16 years	\$54.72	\$60.19	\$63.84	\$54.72	\$36.48
17 years	\$58.95	\$64.85	\$68.78	\$58.95	\$39.30
18 years	\$67.35	\$74.09	\$78.58	\$67.35	\$44.90
19 years	\$75.78	\$83.36	\$88.41	\$75.78	\$50.52
20 years	\$80.01	\$88.01	\$93.35	\$80.01	\$53.34

## Junior - Staff employees - Casual

Table 1 of 5

Classification	Hourly pay rate	Saturday - first 4 hours	Saturday - after 4 hours	Sunday	Public holiday	Less than 10 hour break between shifts	Afternoon shift
15 years and under	\$22.80	\$34.20	\$45.60	\$45.60	\$68.40	\$41.04	\$26.22
16 years	\$22.80	\$34.20	\$45.60	\$45.60	\$68.40	\$41.04	\$26.22
17 years	\$24.56	\$36.84	\$49.12	\$49.12	\$73.68	\$44.21	\$28.24
18 years	\$28.06	\$42.09	\$56.12	\$56.12	\$84.18	\$50.51	\$32.27
19 years	\$31.58	\$47.37	\$63.16	\$63.16	\$94.74	\$56.84	\$36.32
20 years	\$33.34	\$50.01	\$66.68	\$66.68	\$100.02	\$60.01	\$38.34

Table 2 of 5

Classification	Rotating night shift	Permanent night shift	Saturday - afternoon shift or rotating night shift - first 4 hours	Saturday - afternoon shift or rotating night shift - after 4 hours	Sunday - afternoon shift or rotating night shift	Saturday - permanent night shift - first 4 hours	Saturday - permanent night shift - after 4 hours
15 years and under	\$26.22	\$28.50	\$39.33	\$52.44	\$52.44	\$42.75	\$57.00
16 years	\$26.22	\$28.50	\$39.33	\$52.44	\$52.44	\$42.75	\$57.00
17 years	\$28.24	\$30.70	\$42.37	\$56.49	\$56.49	\$46.05	\$61.40
18 years	\$32.27	\$35.08	\$48.40	\$64.54	\$64.54	\$52.61	\$70.15
19 years	\$36.32	\$39.48	\$54.48	\$72.63	\$72.63	\$59.21	\$78.95
20 years	\$38.34	\$41.68	\$57.51	\$76.68	\$76.68	\$62.51	\$83.35

Table 3 of 5

Classification	Sunday - permanent night shift	Public holiday - afternoon shift or rotating night shift	Public holiday - permanent night shift	Overtime - Monday to Friday - first 3 hours	Overtime - Monday to Friday - after 3 hours	Overtime - Saturday - first 3 hours	Overtime - Saturday - after 3 hours
15 years and under	\$57.00	\$75.24	\$79.80	\$34.20	\$45.60	\$34.20	\$45.60
16 years	\$57.00	\$75.24	\$79.80	\$34.20	\$45.60	\$34.20	\$45.60
17 years	\$61.40	\$81.05	\$85.96	\$36.84	\$49.12	\$36.84	\$49.12
18 years	\$70.15	\$92.60	\$98.21	\$42.09	\$56.12	\$42.09	\$56.12
19 years	\$78.95	\$104.21	\$110.53	\$47.37	\$63.16	\$47.37	\$63.16
20 years	\$83.35	\$110.02	\$116.69	\$50.01	\$66.68	\$50.01	\$66.68

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - Sunday</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>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>
15 years and under	\$45.60	\$49.02	\$51.30	\$50.73	\$52.44	\$52.44	\$54.15
16 years	\$45.60	\$49.02	\$51.30	\$50.73	\$52.44	\$52.44	\$54.15
17 years	\$49.12	\$52.80	\$55.26	\$54.65	\$56.49	\$56.49	\$58.33
18 years	\$56.12	\$60.33	\$63.14	\$62.43	\$64.54	\$64.54	\$66.64
19 years	\$63.16	\$67.90	\$71.06	\$70.27	\$72.63	\$72.63	\$75.00
20 years	\$66.68	\$71.68	\$75.02	\$74.18	\$76.68	\$76.68	\$79.18

**Table 5 of 5**

<b>Classification</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
15 years and under	\$57.00	\$57.00	\$45.60	\$68.40	\$75.24	\$79.80	\$68.40	\$45.60
16 years	\$57.00	\$57.00	\$45.60	\$68.40	\$75.24	\$79.80	\$68.40	\$45.60
17 years	\$61.40	\$61.40	\$49.12	\$73.68	\$81.05	\$85.96	\$73.68	\$49.12
18 years	\$70.15	\$70.15	\$56.12	\$84.18	\$92.60	\$98.21	\$84.18	\$56.12
19 years	\$78.95	\$78.95	\$63.16	\$94.74	\$104.21	\$110.53	\$94.74	\$63.16
20 years	\$83.35	\$83.35	\$66.68	\$100.02	\$110.02	\$116.69	\$100.02	\$66.68

## Apprentice - Started before 1 Jan 2014

Table 1 of 6

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	\$420.35	\$12.01	\$18.02	\$24.02	\$24.02	\$36.03	\$24.02
Apprentice - 2nd year	\$560.46	\$16.01	\$24.02	\$32.02	\$32.02	\$48.03	\$32.02
Apprentice - 3rd year	\$700.58	\$20.02	\$30.03	\$40.04	\$40.04	\$60.06	\$40.04
Apprentice - 4th year	\$840.69	\$24.02	\$36.03	\$48.04	\$48.04	\$72.06	\$48.04

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Apprentice - 1st year	\$18.02	\$24.02	\$18.02	\$24.02	\$24.02	\$25.82	\$27.02
Apprentice - 2nd year	\$24.02	\$32.02	\$24.02	\$32.02	\$32.02	\$34.42	\$36.02
Apprentice - 3rd year	\$30.03	\$40.04	\$30.03	\$40.04	\$40.04	\$43.04	\$45.05
Apprentice - 4th year	\$36.03	\$48.04	\$36.03	\$48.04	\$48.04	\$51.64	\$54.05

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$13.81	\$13.81	\$13.81 per hour and an additional \$7.94 per shift	\$13.81 per hour and an additional \$4.02 per shift	\$15.01
Apprentice - 2nd year	\$18.41	\$18.41	\$18.41 per hour and an additional \$7.94 per shift	\$18.41 per hour and an additional \$4.02 per shift	\$20.01
Apprentice - 3rd year	\$23.02	\$23.02	\$23.02 per hour and an additional \$7.94 per shift	\$23.02 per hour and an additional \$4.02 per shift	\$25.03
Apprentice - 4th year	\$27.62	\$27.62	\$27.62 per hour and an additional \$7.94 per shift	\$27.62 per hour and an additional \$4.02 per shift	\$30.03



**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift- after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>
Apprentice - 1st year	\$20.72	\$27.62	\$27.62	\$22.52	\$30.03	\$30.03	\$39.63
Apprentice - 2nd year	\$27.62	\$36.82	\$36.82	\$30.02	\$40.03	\$40.03	\$52.83
Apprentice - 3rd year	\$34.53	\$46.05	\$46.05	\$37.54	\$50.05	\$50.05	\$66.07
Apprentice - 4th year	\$41.43	\$55.25	\$55.25	\$45.04	\$60.05	\$60.05	\$79.27

**Table 5 of 6**

<b>Classification</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Apprentice - 1st year	\$42.04	\$26.72	\$27.62	\$27.62	\$28.52	\$30.03	\$30.03
Apprentice - 2nd year	\$56.04	\$35.62	\$36.82	\$36.82	\$38.02	\$40.03	\$40.03
Apprentice - 3rd year	\$70.07	\$44.54	\$46.05	\$46.05	\$47.55	\$50.05	\$50.05
Apprentice - 4th year	\$84.07	\$53.44	\$55.25	\$55.25	\$57.05	\$60.05	\$60.05

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Apprentice - 1st year	\$24.02	\$36.03	\$39.63	\$42.04	N/A	\$24.02
Apprentice - 2nd year	\$32.02	\$48.03	\$52.83	\$56.04	N/A	\$32.02
Apprentice - 3rd year	\$40.04	\$60.06	\$66.07	\$70.07	N/A	\$40.04
Apprentice - 4th year	\$48.04	\$72.06	\$79.27	\$84.07	N/A	\$48.04

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

Table 1 of 6

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	\$467.05	\$13.35	\$20.03	\$26.70	\$26.70	\$40.05	\$26.70
Apprentice - 2nd year	\$560.46	\$16.01	\$24.02	\$32.02	\$32.02	\$48.03	\$32.02
Apprentice - 3rd year	\$700.58	\$20.02	\$30.03	\$40.04	\$40.04	\$60.06	\$40.04
Apprentice - 4th year	\$840.69	\$24.02	\$36.03	\$48.04	\$48.04	\$72.06	\$48.04

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Apprentice - 1st year	\$20.03	\$26.70	\$20.03	\$26.70	\$26.70	\$28.70	\$30.04
Apprentice - 2nd year	\$24.02	\$32.02	\$24.02	\$32.02	\$32.02	\$34.42	\$36.02
Apprentice - 3rd year	\$30.03	\$40.04	\$30.03	\$40.04	\$40.04	\$43.04	\$45.05
Apprentice - 4th year	\$36.03	\$48.04	\$36.03	\$48.04	\$48.04	\$51.64	\$54.05

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$15.35	\$15.35	\$15.35 per hour and an additional \$4.02 per shift	\$15.35 per hour and an additional \$7.94 per shift	\$16.69
Apprentice - 2nd year	\$18.41	\$18.41	\$18.41 per hour and an additional \$4.02 per shift	\$18.41 per hour and an additional \$7.94 per shift	\$20.01
Apprentice - 3rd year	\$23.02	\$23.02	\$23.02 per hour and an additional \$4.02 per shift	\$23.02 per hour and an additional \$7.94 per shift	\$25.03
Apprentice - 4th year	\$27.62	\$27.62	\$27.62 per hour and an additional \$4.02 per shift	\$27.62 per hour and an additional \$7.94 per shift	\$30.03

**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift-after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>
Apprentice - 1st year	\$23.03	\$30.71	\$30.71	\$25.03	\$33.38	\$33.38	\$44.06
Apprentice - 2nd year	\$27.62	\$36.82	\$36.82	\$30.02	\$40.03	\$40.03	\$52.83
Apprentice - 3rd year	\$34.53	\$46.05	\$46.05	\$37.54	\$50.05	\$50.05	\$66.07
Apprentice - 4th year	\$41.43	\$55.25	\$55.25	\$45.04	\$60.05	\$60.05	\$79.27

**Table 5 of 6**

<b>Classification</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Apprentice - 1st year	\$46.73	\$29.70	\$30.71	\$30.71	\$31.71	\$33.38	\$33.38
Apprentice - 2nd year	\$56.04	\$35.62	\$36.82	\$36.82	\$38.02	\$40.03	\$40.03
Apprentice - 3rd year	\$70.07	\$44.54	\$46.05	\$46.05	\$47.55	\$50.05	\$50.05
Apprentice - 4th year	\$84.07	\$53.44	\$55.25	\$55.25	\$57.05	\$60.05	\$60.05

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Apprentice - 1st year	\$26.70	\$40.05	\$44.06	\$46.73	\$40.05	\$26.70
Apprentice - 2nd year	\$32.02	\$48.03	\$52.83	\$56.04	\$48.03	\$32.02
Apprentice - 3rd year	\$40.04	\$60.06	\$66.07	\$70.07	\$60.06	\$40.04
Apprentice - 4th year	\$48.04	\$72.06	\$79.27	\$84.07	\$72.06	\$48.04

## Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 6

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	\$513.76	\$14.68	\$22.02	\$29.36	\$29.36	\$44.04	\$29.36
Apprentice - 2nd year	\$607.17	\$17.35	\$26.03	\$34.70	\$34.70	\$52.05	\$34.70
Apprentice - 3rd year	\$700.58	\$20.02	\$30.03	\$40.04	\$40.04	\$60.06	\$40.04
Apprentice - 4th year	\$840.69	\$24.02	\$36.03	\$48.04	\$48.04	\$72.06	\$48.04

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Apprentice - 1st year	\$22.02	\$29.36	\$22.02	\$29.36	\$29.36	\$31.56	\$33.03
Apprentice - 2nd year	\$26.03	\$34.70	\$26.03	\$34.70	\$34.70	\$37.30	\$39.04
Apprentice - 3rd year	\$30.03	\$40.04	\$30.03	\$40.04	\$40.04	\$43.04	\$45.05
Apprentice - 4th year	\$36.03	\$48.04	\$36.03	\$48.04	\$48.04	\$51.64	\$54.05

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$16.88	\$16.88	\$16.88 per hour and an additional \$4.02 per shift	\$16.88 per hour and an additional \$7.94 per shift	\$18.35
Apprentice - 2nd year	\$19.95	\$19.95	\$19.95 per hour and an additional \$4.02 per shift	\$19.95 per hour and an additional \$7.94 per shift	\$21.69
Apprentice - 3rd year	\$23.02	\$23.02	\$23.02 per hour and an additional \$4.02 per shift	\$23.02 per hour and an additional \$7.94 per shift	\$25.03
Apprentice - 4th year	\$27.62	\$27.62	\$27.62 per hour and an additional \$4.02 per shift	\$27.62 per hour and an additional \$7.94 per shift	\$30.03

**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>
Apprentice - 1st year	\$25.32	\$33.76	\$33.76	\$27.53	\$36.70	\$36.70	\$48.44
Apprentice - 2nd year	\$29.93	\$39.91	\$39.91	\$32.53	\$43.38	\$43.38	\$57.26
Apprentice - 3rd year	\$34.53	\$46.05	\$46.05	\$37.54	\$50.05	\$50.05	\$66.07
Apprentice - 4th year	\$41.43	\$55.25	\$55.25	\$45.04	\$60.05	\$60.05	\$79.27

**Table 5 of 6**

<b>Classification</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Apprentice - 1st year	\$51.38	\$32.66	\$33.76	\$33.76	\$34.87	\$36.70	\$36.70
Apprentice - 2nd year	\$60.73	\$38.60	\$39.91	\$39.91	\$41.21	\$43.38	\$43.38
Apprentice - 3rd year	\$70.07	\$44.54	\$46.05	\$46.05	\$47.55	\$50.05	\$50.05
Apprentice - 4th year	\$84.07	\$53.44	\$55.25	\$55.25	\$57.05	\$60.05	\$60.05

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Apprentice - 1st year	\$29.36	\$44.04	\$48.44	\$51.38	\$44.04	\$29.36
Apprentice - 2nd year	\$34.70	\$52.05	\$57.26	\$60.73	\$52.05	\$34.70
Apprentice - 3rd year	\$40.04	\$60.06	\$66.07	\$70.07	\$60.06	\$40.04
Apprentice - 4th year	\$48.04	\$72.06	\$79.27	\$84.07	\$72.06	\$48.04

## Adult Apprentice - Started before 1 Jan 2014

Table 1 of 6

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	\$747.28	\$21.35	\$32.03	\$42.70	\$42.70	\$64.05	\$42.70
Apprentice - 2nd year	\$840.69	\$24.02	\$36.03	\$48.04	\$48.04	\$72.06	\$48.04
Apprentice - 3rd year	\$887.40	\$25.35	\$38.03	\$50.70	\$50.70	\$76.05	\$50.70

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Apprentice - 1st year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70	\$45.90	\$48.04
Apprentice - 2nd year	\$36.03	\$48.04	\$36.03	\$48.04	\$48.04	\$51.64	\$54.05
Apprentice - 3rd year	\$38.03	\$50.70	\$38.03	\$50.70	\$50.70	\$54.50	\$57.04

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$24.55	\$24.55	\$24.55 per hour and an additional \$4.02 per shift	\$24.55 per hour and an additional \$7.94 per shift	\$26.69
Apprentice - 2nd year	\$27.62	\$27.62	\$27.62 per hour and an additional \$4.02 per shift	\$27.62 per hour and an additional \$7.94 per shift	\$30.03
Apprentice - 3rd year	\$29.15	\$29.15	\$29.15 per hour and an additional \$4.02 per shift	\$29.15 per hour and an additional \$7.94 per shift	\$31.69

**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift- after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>
Apprentice - 1st year	\$36.83	\$49.11	\$49.11	\$40.03	\$53.38	\$53.38	\$70.46
Apprentice - 2nd year	\$41.43	\$55.25	\$55.25	\$45.04	\$60.05	\$60.05	\$79.27
Apprentice - 3rd year	\$43.73	\$58.31	\$58.31	\$47.53	\$63.38	\$63.38	\$83.66

**Table 5 of 6**

<b>Classification</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Apprentice - 1st year	\$74.73	\$47.50	\$49.11	\$49.11	\$50.71	\$53.38	\$53.38
Apprentice - 2nd year	\$84.07	\$53.44	\$55.25	\$55.25	\$57.05	\$60.05	\$60.05
Apprentice - 3rd year	\$88.73	\$56.40	\$58.31	\$58.31	\$60.21	\$63.38	\$63.38

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Apprentice - 1st year	\$42.70	\$64.05	\$70.46	\$74.73	N/A	\$42.70
Apprentice - 2nd year	\$48.04	\$72.06	\$79.27	\$84.07	N/A	\$48.04
Apprentice - 3rd year	\$50.70	\$76.05	\$83.66	\$88.73	N/A	\$50.70

## Adult Apprentice - Started after 1 Jan 2014

Table 1 of 6

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	\$747.28	\$21.35	\$32.03	\$42.70	\$42.70	\$64.05	\$42.70
Apprentice - 2nd year	\$916.50	\$26.19	\$39.29	\$52.38	\$52.38	\$78.57	\$52.38
Apprentice - 3rd year	\$916.50	\$26.19	\$39.29	\$52.38	\$52.38	\$78.57	\$52.38

Table 2 of 6

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 - afternoon and rotating night shift on a 6 or 7 day roster	Overtime - permanent night shift on a 6 or 7 day roster
Apprentice - 1st year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70	\$45.90	\$48.04
Apprentice - 2nd year	\$39.29	\$52.38	\$39.29	\$52.38	\$52.38	\$56.31	\$58.93
Apprentice - 3rd year	\$39.29	\$52.38	\$39.29	\$52.38	\$52.38	\$56.31	\$58.93

Table 3 of 6

Classification	Afternoon shift (not open cut mines) - Monday to Friday	Rotating night shift (not open cut mines) - Monday to Friday	Afternoon shift (open cut mines) - Monday to Friday	Rotating night shift (open cut mines) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$24.55	\$24.55	\$24.55 per hour and an additional \$4.02 per shift	\$24.55 per hour and an additional \$7.94 per shift	\$26.69
Apprentice - 2nd year	\$30.12	\$30.12	\$30.12 per hour and an additional \$4.02 per shift	\$30.12 per hour and an additional \$7.94 per shift	\$32.74
Apprentice - 3rd year	\$30.12	\$30.12	\$30.12 per hour and an additional \$4.02 per shift	\$30.12 per hour and an additional \$7.94 per shift	\$32.74



**Table 4 of 6**

<b>Classification</b>	<b>Saturday - afternoon shift or rotating night shift - first 4 hours</b>	<b>Saturday - afternoon shift or rotating night shift - after 4 hours</b>	<b>Sunday - afternoon shift or rotating night shift</b>	<b>Saturday - permanent night shift - first 4 hours</b>	<b>Saturday - permanent night shift - after 4 hours</b>	<b>Sunday - permanent night shift</b>	<b>Public holiday - afternoon shift or rotating night shift</b>
Apprentice - 1st year	\$36.83	\$49.11	\$49.11	\$40.03	\$53.38	\$53.38	\$70.46
Apprentice - 2nd year	\$45.18	\$60.24	\$60.24	\$49.11	\$65.48	\$65.48	\$86.43
Apprentice - 3rd year	\$45.18	\$60.24	\$60.24	\$49.11	\$65.48	\$65.48	\$86.43

**Table 5 of 6**

<b>Classification</b>	<b>Public holiday - permanent night shift</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - afternoon shift or rotating night shift on a 6 or 7 day roster - Sunday</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - first 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Saturday - after 4 hours</b>	<b>Overtime - permanent night shift on a 6 or 7 day roster - Sunday</b>
Apprentice - 1st year	\$74.73	\$47.50	\$49.11	\$49.11	\$50.71	\$53.38	\$53.38
Apprentice - 2nd year	\$91.67	\$58.27	\$60.24	\$60.24	\$62.20	\$65.48	\$65.48
Apprentice - 3rd year	\$91.67	\$58.27	\$60.24	\$60.24	\$62.20	\$65.48	\$65.48

**Table 6 of 6**

<b>Classification</b>	<b>Overtime - regular weekend workers</b>	<b>Overtime - public holiday</b>	<b>Overtime - public holiday - afternoon shift or rotating night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - permanent night shift on a 6 or 7 day roster</b>	<b>Overtime - public holiday - regular weekend workers</b>	<b>Overtime - all other overtime on a 6 or 7 day roster</b>
Apprentice - 1st year	\$42.70	\$64.05	\$70.46	\$74.73	\$64.05	\$42.70
Apprentice - 2nd year	\$52.38	\$78.57	\$86.43	\$91.67	\$78.57	\$52.38
Apprentice - 3rd year	\$52.38	\$78.57	\$86.43	\$91.67	\$78.57	\$52.38

## 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	\$0.89 per hour
Confined spaces allowance (electrical/ mechanical) - production & engineering employees only	\$0.75 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	\$2.15 per shift
First aid officer allowance - production & engineering (not open cut or underground work) & Staff employees	\$7.10 per day or per shift
First aid attendant allowance - production & engineering (not open cut or underground work) & Staff employees	\$4.20 per day or per shift
Height money allowance (electrical/ mechanical) - production & engineering employees only	\$2.15 per shift
Meal allowance	\$16.77 for each meal
Overnight travel allowance - Mines rescue service employees only	an allowance or reimbursement sufficient for a reasonable standard of hotel / motel or site camp accommodation, 1 evening meal & 1 breakfast meal per night
Shaft work allowance (electrical/ mechanical) - production & engineering employees only	\$5.51 per shift with a minimum payment of four hours
Stand-by allowance - Mines rescue service employees only - not duty officers - Monday to Friday stand-by roster	\$95.84 per day
Stand-by allowance - Mines rescue service employees only - not duty officers - stand-by roster that includes Saturdays and/or Sundays	\$174.77 per day
Stand-by allowance - Mines rescue service employees only - duty officers - Monday to Friday stand-by roster	\$112.75 per day

<b>Allowances</b>	<b>Rate</b>
Stand-by allowance - Mines rescue service employees only - duty officers - stand-by roster that includes Saturdays and/or Sundays	\$225.49 per day
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	\$0.36 per hour up to a maximum of \$12.66 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	\$2.15 per day or per shift
Washery allowance - production & engineering employees only	\$5.88 per day or per shift
Water money allowance - production & engineering employees only	\$4.58 per shift
Working clothes and safety boots reimbursement	reimbursement for 1 pair of safety boots and 2 sets of industrial outer clothing each year
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. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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