

BHP has now implemented a **'good faith' payment** to all employees covered by the BMA Enterprise Agreement 2018 at Blackwater, Goonyella Riverside, Peak Downs and Saraji Mines, including Trainees and Apprentices.

This payment is equivalent to **3% of base salary** for a period of 3 months.

You will see this on your payslip as a 'Work Allowance' 23 June 2022, backpaid to the first payrun after 28 May 2022.

The 3% good faith payment will also be applied to Overtime Rates under the agreement

The next meeting with the union bargaining representatives will be on 27 and 28 June 2022 in Brisbane. This is to continue discussions on the new enterprise agreement with assistance from the Fair Work Commission.

The next discussions will focus on:

- Job security
- Redundancy
- Employment opportunities
- Related matters

We are optimistic that the Fair Work Commission process will enable us to reach agreement by focussing discussions on win/win solutions.

More information about the progress of bargaining is on our website.

We welcome your feedback and questions via the website, or directly to BMAEA2021@bhp.com.



Frequently Asked Questions

Payslips

This payment will appear separate from your base salary on your payslip and will be called a 'Work Allowance'. Below is an example of what this will look like in the first payrun.

Taxable Payments	Previous Period	Rate	Number	Amount
Base Salary				2,861.45
Work Allowance	04.06.2022		3.00	85.84
Work Allowance	11.06.2022		3.00	85.84
Work Allowance			3.00	85.84
Fixed Bonus				288.46

Overtime

The 3% good faith payment applies to OT rates. (This is an all-purpose allowance)

New OT rates:

Location	Current rate (Year 3)	New rate (3%)
Blackwater	84.88	87.43
Goonyella	87.84	90.48
Peak Downs	86.37	88.96
Saraji	97.56	100.49

Trainees & Apprentices

The 3% good faith payment will apply to Trainees and Apprentices with the increase being calculated on their current base salary and OT rate as outlined in the EA.

New Starters

Any new employees engaged after 6 June 2022 will have the good faith payment applied to them.

Governance

BMA HR Service Partners will complete monthly checks to validate the application of the payment.

Superannuation

The 3% good faith payment will not be applied to fixed superannuation under the agreement. The increase in your ordinary earnings may impact any voluntary additional contributions that you have in place. To ensure we comply with the superannuation guarantee, quarterly reconciliations will ensure any required top up is paid.

Leave

The good faith payment will be applied to any employees paid leave.

Allowances

The increase with NOT apply to the Blackwater Tool Allowance as it does not form part of the base salary.