

Explanation of the Above Award Guarantee in the Operations Services Maintenance Agreement

1. The Operations Services Maintenance Agreement provides in:
 - Clause 7.3 that your Annual Salary under the Agreement for your current roster and role will never fall below the salary in your contract. If your current salary is above the Above Award Guarantee (**AAG**) your current salary rate applies.
 - Clause 7.5 and 7.6 that the AAG Annual Salary payable to every Employee will be calculated in accordance with Appendix 1 in the Agreement.
2. It also provides that any un-rostered overtime will be calculated based on an hourly rate, that will be never less than:
 - The AAG hourly rate;
 - Your current hourly rate for un-rostered overtime if it is higher than the AAG hourly rate.
3. We have prepared this note to assist you to understand how the clauses of the EA can operate in practice, by reference to example rosters and assumptions.
4. Example **AAG Annual Salaries** can be found by going to the table that covers your Award (currently Mining Industry Award for the Western Australia and South Australia Hubs, and Black Coal Mining Industry Award for the East Coast Hub).
5. **You can find your current contract salary** for your current roster and role on your payslip. If you cannot locate it you can get a copy by contacting your Line Leader.
6. Example **AAG hourly rates** for calculating un-rostered overtime can be found by going to the table that covers your Award and locating the AAG hourly rate for each roster. In those examples, the AAG overtime rate would be double that rate, (or triple that rate for public holidays). Any current higher overtime rates continue to apply.
7. If you have any difficulties please contact your Superintendent or email us on OSEA@bhp.com.

OS Maintenance - AAG Calculations for Mining Award Employees - Currently relevant to WA and SA Hubs

1. The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:
 - the calculations are based on applicable Award rates as at May 2024
 - all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
 - industry allowance and first aid allowance are included in the examples below for all classifications, and electrical allowance is also included in the examples for trade qualified employees
2. Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.
3. Apprentice and Trainee AAG calculations are available in separate calculation sheets.
4. These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.
5. Dynamic roster 182 shift employees should refer to the calculation for Roster 3.

Mining Industry Award Employees (other than apprentices and trainees)

Roster	Non-trades (Level 4)		Trades - LV maintenance and repairs; all other trades 0-2 years trade qualified experience (Level 6)		Trades - all other trades after 2 years trade qualified experience (Level 7)	
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$115,080.39	\$47.08	\$132,774.99	\$54.32	\$137,790.91	\$56.37
ROSTER 2 - 7 Days, 7 Night, 7 Off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$152,704.21	\$50.20	\$176,191.25	\$57.93	\$182,849.15	\$60.11
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 Off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$106,505.38	\$46.69	\$122,880.79	\$53.87	\$127,522.75	\$55.90
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 14 days per roster cycle x 187.5 rostered hours per cycle) = 2,281.25	\$103,281.73	\$45.27	\$119,158.95	\$52.23	\$123,659.69	\$54.21
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$121,004.84	\$46.41	\$134,647.05	\$51.65	\$139,920.80	\$53.67
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$149,254.34	\$49.07	\$172,208.23	\$56.62	\$178,715.00	\$58.76

OS Maintenance - AAG Calculations for Black Coal Award Employees - Currently relevant to East Coast Hub

1. The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:

- the calculations are based on applicable Award rates as at May 2024
- all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
- water money, additional shift, dirty work, confined space, height money are payable for all classifications, and boom welding is also payable for trade qualified employees

2. Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.

3. Apprentice and Trainee AAG calculations are available in separate calculation sheets.

4. These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.

BCMI Award Employees (other than apprentices and trainees)

Roster	Non-trades (<u>Mineworker</u>)		Trades - LV maintenance and repairs; all other trades 0-2 years trade qualified experience (<u>Mineworker Advanced</u>)		Trades - all other trades after 2 years trade qualified experience (<u>Mineworker Specialised</u>)	
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 Off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$131,036.15	\$57.44	\$139,360.87	\$61.09	\$152,951.51	\$67.05
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$128,582.39	\$56.36	\$136,808.08	\$59.97	\$150,177.18	\$65.83
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$133,710.31	\$51.29	\$142,473.31	\$54.65	\$156,325.56	\$59.96

OS Maintenance - AAG Calculations for Mining Award Apprentices - Currently relevant to WA and SA Hubs

1. The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:

- the calculations are based on applicable Award rates as at May 2024
- all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
- industry allowance and first aid allowance are included in the examples below for all classifications

2. Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.

3. These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.

4. Dynamic roster 182 shift employees should refer to the calculation for Roster 3.

Mining Award Apprentices								
Roster	Post-2014 - non-adult & y12 not complete - year 1		Post-2014 - non-adult & y12 not complete - year 2		Post-2014 - non-adult & y12 not complete - year 3		Post-2014 - non-adult & y12 not complete - year 4	
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$56,283.94	\$23.03	\$66,656.41	\$27.28	\$82,215.12	\$33.64	\$95,699.33	\$39.16
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$74,660.40	\$24.55	\$88,428.36	\$29.08	\$109,080.30	\$35.87	\$126,978.65	\$41.75
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$52,092.40	\$22.84	\$61,691.57	\$27.05	\$76,090.32	\$33.36	\$88,569.24	\$38.83
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$50,524.17	\$22.15	\$59,831.30	\$26.23	\$73,792.00	\$32.35	\$85,891.27	\$37.66
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$59,186.05	\$22.71	\$70,091.71	\$26.89	\$86,450.18	\$33.16	\$100,627.53	\$38.60
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$72,982.11	\$24.00	\$86,437.54	\$28.42	\$106,620.69	\$35.06	\$124,112.75	\$40.81
Roster (repeated from above)	Post-2014 - non-adult & y12 complete - year 1		Post-2014 - non-adult & y12 complete - year 2		Post-2014 - non-adult & y12 complete - year 3		Post-2014 - non-adult & y12 complete - year 4	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$61,470.18	\$25.15	\$71,842.65	\$29.40	\$82,215.12	\$33.64	\$95,699.33	\$39.16
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$81,544.38	\$26.81	\$95,312.34	\$31.34	\$109,080.30	\$35.87	\$126,978.65	\$41.75
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$56,891.98	\$24.94	\$66,491.15	\$29.15	\$76,090.32	\$33.36	\$88,569.24	\$38.83
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$55,177.73	\$24.19	\$64,484.87	\$28.27	\$73,792.00	\$32.35	\$85,891.27	\$37.66
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$64,638.88	\$24.80	\$75,544.53	\$28.98	\$86,450.18	\$33.16	\$100,627.53	\$38.60
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$79,709.83	\$26.21	\$93,165.26	\$30.63	\$106,620.69	\$35.06	\$124,112.75	\$40.81
Roster (repeated from above)	Adult - year 1		Adult - year 2		Adult - year 3		Adult - year 4	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$87,401.36	\$35.76	\$97,122.31	\$39.74	\$97,122.31	\$39.74	\$97,122.31	\$39.74
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$115,964.28	\$38.13	\$128,867.45	\$42.37	\$128,867.45	\$42.37	\$128,867.45	\$42.37
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$80,889.91	\$35.46	\$89,886.13	\$39.41	\$89,886.13	\$39.41	\$89,886.13	\$39.41
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$78,445.56	\$34.39	\$87,168.09	\$38.22	\$87,168.09	\$38.22	\$87,168.09	\$38.22
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$91,903.01	\$35.26	\$102,123.66	\$39.18	\$102,123.66	\$39.18	\$102,123.66	\$39.18
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$113,348.40	\$37.27	\$125,958.67	\$41.42	\$125,958.67	\$41.42	\$125,958.67	\$41.42

OS Maintenance - AAG Calculations for Black Coal Award Apprentices - Currently relevant to East Coast Hub

- The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:
 - the calculations are based on applicable Award rates as at May 2024
 - all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
 - water money, additional shift, dirty work, confined space, height money are payable for all classifications
- Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.
- These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.

BCMI Award Apprentices								
Roster	Post-2014 - non-adult & y12 not complete - stage 1		Post-2014 - non-adult & y12 not complete - stage 2		Post-2014 - non-adult & y12 not complete - stage 3		Post-2014 - non-adult & y12 not complete - stage 4	
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$63,897.65	\$28.01	\$75,695.99	\$33.19	\$93,393.50	\$40.94	\$111,091.01	\$48.70
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$62,538.28	\$27.42	\$74,144.30	\$32.51	\$91,553.33	\$40.14	\$108,962.37	\$47.77
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$65,279.44	\$25.04	\$77,304.89	\$29.66	\$95,343.06	\$36.57	\$113,381.24	\$43.49
Roster (repeated from above)	Post-2014 - non-adult & y12 complete - stage 1		Post-2014 - non-adult & y12 complete - stage 2		Post-2014 - non-adult & y12 complete - stage 3		Post-2014 - non-adult & y12 complete - stage 4	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$69,796.82	\$30.60	\$81,595.16	\$35.77	\$93,393.50	\$40.94	\$111,091.01	\$48.70
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$68,341.29	\$29.96	\$79,947.31	\$35.05	\$91,553.33	\$40.14	\$108,962.37	\$47.77
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$71,292.16	\$27.35	\$83,317.61	\$31.96	\$95,343.06	\$36.57	\$113,381.24	\$43.49
Roster (repeated from above)	Post-2014 - adult - stage 1		Post-2014 - adult - stage 2		Post-2014 - adult - stage 3			
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate		
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$99,292.67	\$43.53	\$120,666.34	\$52.90	\$120,666.34	\$52.90		
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$97,356.34	\$42.68	\$118,381.62	\$51.90	\$118,381.62	\$51.90		
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year ÷ 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$101,355.79	\$38.88	\$123,140.89	\$47.24	\$123,140.89	\$47.24		

OS Maintenance - AAG Calculations for Mining Award Trainees - Currently relevant to WA and SA Hubs

1. The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:

- the calculations are based on applicable Award rates as at May 2024
- all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
- industry allowance and first aid allowance are included in the examples below for all classifications

2. Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.

3. These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.

4. Dynamic roster 182 shift employees should refer to the calculation for Roster 3.

Mining Award Trainees (National Training Wage Level A of the Miscellaneous Award)

Roster	Trainee - Wage Level A of Misc. Award: School Leaver (Highest Education - Year 10)		Trainee - Wage Level A of Misc. Award: Year One Out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 10)	
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$44,242.81	\$18.11	\$48,287.55	\$19.76	\$56,648.06	\$23.18	\$65,237.91	\$26.70
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$58,680.16	\$19.30	\$64,048.97	\$21.06	\$75,146.35	\$24.71	\$86,548.13	\$28.46
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$40,948.73	\$17.96	\$44,691.92	\$19.60	\$52,429.11	\$22.99	\$60,378.57	\$26.47
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$39,718.62	\$17.42	\$43,347.93	\$19.01	\$50,849.75	\$22.30	\$58,557.35	\$25.67
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$46,525.48	\$17.85	\$50,778.13	\$19.48	\$59,568.40	\$22.85	\$68,599.80	\$26.32
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$57,363.74	\$18.86	\$62,610.67	\$20.59	\$73,456.13	\$24.15	\$84,599.10	\$27.82

Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year Four out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Five out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: School Leaver (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year One Out of School (Highest Completed Schooling - Year 11)	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$75,235.08	\$30.79	\$85,534.55	\$35.00	\$48,287.55	\$19.76	\$56,648.06	\$23.18
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$99,817.94	\$32.82	\$113,489.01	\$37.32	\$64,048.97	\$21.06	\$75,146.35	\$24.71
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$69,630.41	\$30.53	\$79,162.03	\$34.71	\$44,691.92	\$19.60	\$52,429.11	\$22.99
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$67,527.72	\$29.61	\$76,769.35	\$33.66	\$43,347.93	\$19.01	\$50,849.75	\$22.30
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$79,110.86	\$30.35	\$89,939.77	\$34.50	\$50,778.13	\$19.48	\$59,568.40	\$22.85
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$97,567.68	\$32.08	\$110,928.43	\$36.47	\$62,610.67	\$20.59	\$73,456.13	\$24.15

Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year Four out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: School Leaver (Highest Completed Schooling - Year 12)	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$65,237.91	\$26.70	\$75,235.08	\$30.79	\$85,534.55	\$35.00	\$56,648.06	\$23.18
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$86,548.13	\$28.46	\$99,817.94	\$32.82	\$113,489.01	\$37.32	\$75,146.35	\$24.71
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$60,378.57	\$26.47	\$69,630.41	\$30.53	\$79,162.03	\$34.71	\$52,429.11	\$22.99
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$58,557.35	\$25.67	\$67,527.72	\$29.61	\$76,769.35	\$33.66	\$50,849.75	\$22.30
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$68,599.80	\$26.32	\$79,110.86	\$30.35	\$89,939.77	\$34.50	\$59,568.40	\$22.85
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$84,599.10	\$27.82	\$97,567.68	\$32.08	\$110,928.43	\$36.47	\$73,456.13	\$24.15

Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year One out of School (Highest Completed Schooling - Year 12)		Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 12)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 12)	
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate
ROSTER 1 - 8 on/6 off days; 7 on/7 off nights. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 187.5 rostered hours per cycle) = 2,444.20	\$65,237.91	\$26.70	\$75,235.08	\$30.79	\$85,534.55	\$35.00
ROSTER 2 - 7 Days, 7 Night, 7 off; i.e. 2 weeks on and 1 week off roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$86,548.13	\$28.46	\$99,817.94	\$32.82	\$113,489.01	\$37.32
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$60,378.57	\$26.47	\$69,630.41	\$30.53	\$79,162.03	\$34.71
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$58,557.35	\$25.67	\$67,527.72	\$29.61	\$76,769.35	\$33.66
ROSTER 6 - 8 days on/6 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 100 rostered hours per cycle) = 2,607.15	\$68,599.80	\$26.32	\$79,110.86	\$30.35	\$89,939.77	\$34.50
ROSTER 8 - 14 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 21 days per roster cycle x 175 rostered hours per cycle) = 3,041.67	\$84,599.10	\$27.82	\$97,567.68	\$32.08	\$110,928.43	\$36.47

OS Maintenance - AAG Calculations for Black Coal Award Trainees - Currently relevant to East Coast Hub

1. The table below sets out example AAG calculations based on Appendix 1 to the OS Maintenance EA. The following assumptions are used in these calculations:

- the calculations are based on applicable Award rates as at May 2024
- all roster calculations are based on 12.5 hour rostered shifts commencing at 6 am and 6 pm, and rostered overtime is evenly allocated across all shifts in a roster cycle
- water money, additional shift, dirty work, confined space, height money are payable for all classifications

2. Changes to Award rates and other terms of the Award may result in changes to your Above Award Guarantee. Award rates and allowances increase each year, generally on 1 July, in accordance with the Fair Work Commission's annual wage review.

3. These are example calculations of the AAG. They are not a statement or calculation of all provisions of the Proposed EA.

BCMI Award Trainees (National Training Wage Level A of the Miscellaneous Award)									
Roster	Trainee - Wage Level A of Misc. Award: School Leaver (Highest Education - Year 10)		Trainee - Wage Level A of Misc. Award: Year One out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 10)		
	Above Award Guarantee (AAG)	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$50,806.47	\$22.28	\$55,440.70	\$24.31	\$65,019.74	\$28.51	\$74,861.54	\$32.82	
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$49,660.49	\$21.77	\$54,219.19	\$23.77	\$63,642.08	\$27.90	\$73,323.44	\$32.15	
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$51,936.26	\$19.93	\$56,659.71	\$21.74	\$66,423.13	\$25.48	\$76,454.37	\$29.33	
Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year Four out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: Year Five out of School (Highest Completed Schooling - Year 10)		Trainee - Wage Level A of Misc. Award: School Leaver (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year One Out of School (Highest Completed Schooling - Year 11)		
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$86,315.75	\$37.84	\$98,116.36	\$43.01	\$55,440.70	\$24.31	\$65,019.74	\$28.51	
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$84,590.96	\$37.09	\$96,199.20	\$42.17	\$54,219.19	\$23.77	\$63,642.08	\$27.90	
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$88,129.08	\$33.81	\$100,156.83	\$38.42	\$56,659.71	\$21.74	\$66,423.13	\$25.48	
Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: Year Four out of School (Highest Completed Schooling - Year 11)		Trainee - Wage Level A of Misc. Award: School Leaver (Highest Completed Schooling - Year 12)		
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$74,861.54	\$32.82	\$86,315.75	\$37.84	\$98,116.36	\$43.01	\$65,019.74	\$28.51	
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$73,323.44	\$32.15	\$84,590.96	\$37.09	\$96,199.20	\$42.17	\$63,642.08	\$27.90	
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$76,454.37	\$29.33	\$88,129.08	\$33.81	\$100,156.83	\$38.42	\$66,423.13	\$25.48	
Roster (repeated from above)	Trainee - Wage Level A of Misc. Award: Year One out of School (Highest Completed Schooling - Year 12)		Trainee - Wage Level A of Misc. Award: Year Two out of School (Highest Completed Schooling - Year 12)		Trainee - Wage Level A of Misc. Award: Year Three out of School (Highest Completed Schooling - Year 12)				
	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate	AAG	AAG Hourly Roster Rate			
ROSTER 3 - 7 Days, 7 Off, 7 Nights, 7 off; i.e. 7/7 roster. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 28 days per roster cycle x 175 rostered hours per cycle) = 2,281.25	\$74,861.54	\$32.82	\$86,315.75	\$37.84	\$98,116.36	\$43.01			
ROSTER 4 - 7 days on/7 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 14 days per roster cycle x 87.5 rostered hours per cycle) = 2,281.25	\$73,323.44	\$32.15	\$84,590.96	\$37.09	\$96,199.20	\$42.17			
ROSTER 5 - 4 days on/3 off. • Rostered hours per annum for AAG Hourly Roster Rate calculation (365 days per year + 7 days per roster cycle x 50 rostered hours per cycle) = 2,607.15	\$76,454.37	\$29.33	\$88,129.08	\$33.81	\$100,156.83	\$38.42			