

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.