



The minimum salaries in the EA are below my current base? Am I going to go backwards?

No one's pay goes backwards. The base salaries listed in the Agreement just set a minimum floor, not a ceiling. Most base salaries are above the minimum, and will still increase by 4% each year.

The proposed Agreement provides a 4% annual increase to all current base salaries (as outlined in individual contracts) for employees covered by the EA.

FACT:

No employee's pay is capped or reduced under the proposed Agreement.

The EA protects the minimum and lifts everyone.

If everyone receives 4% each year, how do we recognise experience and performance?

Employees told us they want guaranteed increases, which is why we're proposing 4% guaranteed increases each year for the term of the proposed Agreement.

Performance is still recognised through the Short-Term Incentive.

BHP also still has the flexibility to set pay based on skills and experience and regularly review it to stay competitive.

How does a 4% increase keep pace with inflation?

What the Agreement provides is certainty:

- ✓ A guaranteed 4% base salary increase each year, regardless of performance rating outcomes.
- ✓ Average CPI over the last ten years is 2.87%.

Your Enterprise Agreement

Mining Area C and South Flank FAQ - June 2026



How do I know if I am covered by the proposed EA?

You are covered if all of the following apply:

- ✓ You are employed by BHP WAIO Pty Ltd
- ✓ You work exclusively at Mining Area C or South Flank
- ✓ Your role is listed in Schedule 1 – Classifications of the proposed MACSF Agreement (Production, Processing and Maintenance roles)

Why are flight delay payments being included in the EA?

You've told us flight delays are still an issue. We're committing to introduce a flight delay payment scheme by 1 January 2027. Details are being finalised to make sure it's practical and competitive.

If the Agreement is approved, BHP must introduce the flight delay payment scheme by 1 January 2027.

Will conditions go backwards after the EA expires?

No. It's also important to note that conditions have not gone backwards following the expiry of the Mining Area C Operations 2015 Agreement.

It remains open to an Employer and Employees to negotiate a new Agreement once an Agreement reaches expiry in accordance with the Fair Work Act.

Why isn't the Nightshift Allowance increasing?

BHP's 5% night shift allowance is applied to a base pay (for rosters that include night shift) that is typically 70–80% higher than the Award, and paid on all hours worked, not just night shifts, providing consistent earnings each fortnight.