



BMA Enterprise Agreement 2026

Employee bulletin #15

Thursday 3 September 2026

Tuesday marked the **15th BMA Enterprise Agreement 2026 bargaining meeting** as BMA continues to work with nominated employee and union representatives to progress negotiations on a replacement Agreement as quickly as possible.

We have been clear and consistent from the start – we are seeking to keep what works, make practical improvements where they are needed, and avoid changes that create unnecessary complexity or make it harder for our teams to work productively and flexibly.

With this in mind, and as all parties continue to better understand each other's priorities, the focus must now shift to identifying practical and workable outcomes that can move bargaining forward.

At Tuesday's bargaining meeting:

- Following a request from the SBU at the last bargaining meeting, the discussion focused on rosters, job security, the Dysart Accommodation Agreement and a proposed end-of-Agreement pay increase for the next Agreement. While progress was made, and the SBU provided some further detail on its positions, more information is still needed on these matters before we can meaningfully consider our response.
- A further Workplace Delegates' Rights term was proposed by the ETU, setting out the rights and entitlements of union delegates. As with the other Workplace Delegates' Rights terms proposed so far, we will take our time to consider the draft clause and provide feedback at a future meeting.
- The SBU advised it was not ready to progress discussions on Site Schedules or the Moranbah Accommodation Agreement at this time.
- The meeting concluded with both parties taking away matters for further consideration ahead of upcoming sessions, where discussions will continue on the outstanding items.

Our key objectives for EA 2026 remain:

1. **Legal compliance and payroll improvements:** Ensuring the Agreement is compliant with all current laws, and making targeted improvements so payroll is accurate and easier to administer day to day.
2. **Cost control, increased productivity and preserved flexibility:** Managing costs responsibly while improving how efficiently we work and maintaining enough

flexibility in the Agreement so BMA can respond to changing conditions on site and across the industry. Safety and reliability will remain at the centre of everything we do.

3. **A reduction in complexity:** Simplifying the Agreement so it's easier for employees and leaders to understand and apply, reducing unnecessary complexity and ambiguity.

Next steps

We look forward to continuing discussions on employee and union claims on Tuesday, 15 September 2026. We will provide another update following that meeting.

Share your thoughts

As we continue discussions, we are eager for your feedback. Please share your thoughts or questions with your leader directly, with our bargaining team [here](#), or by sending an email to BMAEA2026@bhp.com.

You can also find all previous bulletins and other materials related to bargaining so far here: [BMA Enterprise Agreement 2026](#).

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team.