

Proposed Agreement and Black Coal Mining Industry Award – Comparison of Allowances

The table below sets out a comparison of the allowances in the Proposed Agreement as compared with the allowances contained in the Black Coal Mining Industry Award 2020 (**Award**). There have been some important changes to these allowances since the last version of the Proposed Agreement was provided to employees so you should read this table carefully.

If you would like any further information, or you need any assistance in understanding the summary below, please contact your Line Leader.

Allowance	Proposed Agreement		Black Coal Mining Industry Award		Explanation of Effect of Proposed Agreement Term
	Eligibility	Rate	Eligibility	Rate	
The following allowances are incorporated into the minimum annual salaries for the Queensland hub in Appendix 1 and so are not separately payable:					
Water money	Where, through no fault of the employee, and in the course of duties, an employee's clothing becomes wet. The employee is to notify the supervisor of the intention to claim water money and the reasons for making it as soon as is possible. An employee regularly receiving water money must not have the payment discontinued	<p>The Agreement confirms that an amount of \$5.27 per shift has been incorporated into the Minimum Annual Salaries for the Queensland Hub. It is not paid in addition to the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would</p>	<p>Where, through no fault of the employee, and in the course of duties, an employee's clothing becomes wet</p> <p>The employee is to notify the supervisor of the intention to claim water money and the reasons for making it as soon as is possible</p> <p>An employee regularly receiving water money</p>	\$5.02 per shift	<p>Different to the Award</p> <p>Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when calculating the Minimum Annual Salaries for the Queensland Hub.</p>

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	without notice.	not be separately payable to the Minimum Annual Salaries. This has been corrected.	must not have the payment discontinued without notice		
Dirty work	Where an employee has to handle machinery, equipment, appliances or gear of any description which is covered with oil or grease	<p>The Agreement confirms that an amount of \$2.48 per shift has been incorporated into the Minimum Annual Salaries for the Queensland Hub. It is not paid in addition to the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would not be separately payable to the Minimum Annual Salaries. This has been corrected.</p>	Where an employee has to handle machinery, equipment, appliances or gear of any description which is covered with oil or grease	\$2.36 per shift	<p>Different to the Award</p> <p>Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when calculating the Minimum Annual Salaries for the Queensland Hub.</p>
Confined space	Employees working in a space, the	The Agreement confirms that an	Employees working in a space, the	\$0.82 per hour	Different to the Award

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	dimensions of which necessitate working in a stooped or otherwise cramped position or without proper ventilation, or where confinement within a limited space is unusually discomforting	<p>amount of 0.86 cents per hour has been incorporated into the Minimum Annual Salaries for the Queensland Hub. It is not paid in addition to the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would not be separately payable to the Minimum Annual Salaries. This has been corrected.</p>	dimensions of which necessitate working in a stooped or otherwise cramped position or without proper ventilation, or where confinement within a limited space is unusually discomforting		Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when calculating the Minimum Annual Salaries for the Queensland Hub.
Height money	Where an employee is engaged on work at a height of 7.5 metres or more above the nearest horizontal plane	The Agreement confirms that an amount of \$2.38 per shift has been incorporated into the Minimum Annual Salaries for the Queensland Hub. It is not paid in addition to	Where an employee is engaged on work at a height of 7.5 metres or more above the nearest horizontal plane	\$2.36 per shift	<p>Different to the Award</p> <p>Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when</p>

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		<p>the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would not be separately payable to the Minimum Annual Salaries. This has been corrected.</p>			calculating the Minimum Annual Salaries for the Queensland Hub.
Tool allowance	Where an employee is required to provide their own tools.	<p>The Agreement confirms that an amount of \$14.20 per week has been incorporated into the Minimum Annual Salaries for the Queensland Hub. It is not paid in addition to the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would not be separately</p>	Employees required to provide necessary tools must be paid an additional amount	\$13.52 per week	<p>Different to the Award</p> <p>Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when calculating the Minimum Annual Salaries for the Queensland Hub.</p>

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		payable to the Minimum Annual Salaries. This has been corrected.			
Additional shift allowance – open cut employees – per night shift	Where an Employee is engaged on rotating night shift at open cut workings. Night shift means any shift the ordinary hours of which finish after Midnight and at or before 8am.	<p>The Agreement confirms that an amount of \$9.14 per night shift has been incorporated into the Minimum Annual Salaries for the Queensland Hub for night shift rosters. It is not paid in addition to the Minimum Annual Salary.</p> <p>The previous drafting of the Agreement did not clearly explain that this allowance would not be separately payable to the Minimum Annual Salaries. This has been corrected.</p>	Where an employee is engaged on afternoon shift and/or night shift at open cut workings and who is in receipt of the 15% shift allowance	\$8.71 per night shift (additional to shiftwork rates)	<p>Different to the Award</p> <p>Rather than paying this allowance separately where an employee is eligible under the Award, we have factored in this allowance when calculating the Minimum Annual Salaries for the Queensland Hub.</p>
The following allowances are not incorporated into the minimum annual salaries in Appendix 1 and so are separately payable, where an employee is eligible, per roster cycle:					

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Boom welding (trades employees only)	Where an employee carries out pressure or x-ray standard welding on booms	\$1.02 per hour payable separately to Minimum Annual Salary subject to meeting eligibility criteria	Where an employee carries out pressure or x-ray standard welding on booms (does not apply to employees employed under the open cut work model)	\$0.97 per hour	<p>More beneficial than the Award</p> <p>The Proposed Agreement is more beneficial than the Award as the boom welding allowance rate is higher than the Award.</p>
Shaft work	Where Electrical / Mechanical employees are engaged on shaft work	\$6.35 per shift payable separately to Minimum Annual Salary subject to meeting eligibility criteria	<p>An employee is engaged on shaft work.</p> <p>Minimum payment of 4 hours at this rate for employees required to carry out work in connection with the release of blockages in sewerage lines and connections thereto (including pumps)</p> <p>A minimum payment of one hour for work on pumps after removal from a pumping station or</p>	\$6.05 per shift (\$3.07 minimum payment per day or shift)	<p>More beneficial than the Award</p> <p>The shaft work allowance rate is higher under the Proposed Agreement compared to the Award and the eligibility criteria are the same.</p>

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			treatment works for cleaning or stripping		
Underground allowance	Where an Electrical / Mechanical employee works underground on any shift	\$2.48 per shift payable separately to Minimum Annual Salary subject to meeting eligibility criteria	An adult employee who works underground on any shift	\$2.36 per shift	More beneficial than the Award The Proposed Agreement is more beneficial than the Award as the underground allowance rate is higher than the Award.
The following allowances are not contained in the Proposed Agreement:					
First aid	Not provided	Not provided The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.	Where an employee is appointed as a first aid officer (does not apply to employees employed under the open cut or underground work models)	\$7.79 per day or shift or attendance at or paid absence from work	Less beneficial than the Award While the Proposed Agreement does not have this allowance and so would be less beneficial if the allowance applied, the Company does not currently appoint EA employees as first aid officers or first aid
	Not provided	Not provided. The previous drafting of the Agreement contained this	Where an employee is appointed as a first aid attendant (does not apply to	\$4.61 per day or shift	

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		allowance in error and it has been removed from the Agreement.	employees employed under the open cut or underground work models)		attendants as it has paramedics deployed at all mine sites to deliver first aid.
Washery allowance	Not provided	Not provided The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.	Where an employee is employed in or about a washery This allowance is in substitution of all other disability allowances except water money	\$6.46 per day or shift (\$3.28 minimum payment per day or shift)	Less beneficial than Award The washery allowance is not payable under the Proposed Agreement.
Meal Allowance	Not provided	Not provided The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.	When an employee is entitled to a meal allowance in accordance with the provisions of the Award Under clause 16.2 of the Award, an employee will be entitled to a meal allowance if the employee is required to work more than one	\$19.27 per meal	Less beneficial than Award The Proposed Agreement does not contain provision of a meal allowance.

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			and a half hours past their rostered shift (exclusive of crib time) unless notified the previous day of the requirement to work overtime and is not otherwise supplied with a meal. A further meal allowance will be payable after each 4 hours of overtime, unless a meal is supplied.		
Working clothes and safety boots	Not provided	Not provided	<p>Employees required to provide and wear industrial outer clothing and safety boots</p> <p>This provision does not apply where such footwear and clothing are supplied to the employee at the employer's expense</p>	Reimbursement by the employer each year for one pair of safety boots and 2 sets of industrial outer clothing; the articles are to be at a standard normally issued by the Company	<p>Less beneficial than the Award</p> <p>The Proposed Agreement does not contain an equivalent allowance. Accordingly, the Proposed Agreement is less beneficial than the Award in this respect.</p>
Damage to clothing and tools (Electrical/	Not provided	Not provided	Where in the course of the work clothing or	Compensation to the extent of damage	Less beneficial than the Award

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Mechanical)			tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances	sustained will be made Provided that the employer's liability for such tools will be limited to such tools of trade as are ordinarily required for the performance of the employee's duties	The Proposed Agreement does not contain an equivalent allowance. Accordingly, the Proposed Agreement is less beneficial than the Award in this respect.
Transport	Not provided	Not provided	When an employee is required to work during annual leave shutdown and the normal means of transport is unavailable and provided the employee attends for work and performs such work as the employer reasonably requires	1. Reimbursement of any expense reasonably incurred in excess of expenses usually incurred travelling between home and normal place of work	Less beneficial than the Award The Proposed Agreement does not contain an equivalent allowance about expense reimbursement where an employee is required to work during annual leave shutdown and the normal means of transport is unavailable. Accordingly, the Proposed Agreement

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					is less beneficial than the Award in this respect.
	Not provided	Not provided	When an employee is required to temporarily work away from their ordinary location	2. Payment at ordinary rates for all time reasonably spent outside ordinary hours of work travelling between home and the temporary location beyond the time usually spent in travelling between home and the ordinary location and/or reimbursement of any expense reasonably incurred in such travelling in excess of the expense usually incurred travelling between home and the employee's ordinary location	Less beneficial than the Award The Proposed Agreement does not contain an equivalent allowance that would require employees to be paid at ordinary rates and/or reimbursed for expenses reasonably incurred as a result of temporarily working away from their ordinary location. Accordingly, the Proposed Agreement is less beneficial than the Award in this respect.
	Not provided	Not provided	When an employee works shiftwork, overtime or pre-shift	3. Payment for one hour at ordinary rates or the provision of	Less beneficial than the Award The Proposed

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			overtime and the employee's normal means of transport is unavailable.	transport at the employer's cost	Agreement does not contain an equivalent allowance. Accordingly, the Proposed Agreement is less beneficial than the Award in this respect.
Additional shift allowance – open cut employees – per afternoon shift	Not provided	Not provided	Where an employee is engaged on afternoon shift at open cut workings and who is in receipt of the 15% shift allowance.	\$4.41 per afternoon shift (additional to shiftwork rates)	<p>Less beneficial than Award</p> <p>The Proposed Agreement does not contain an equivalent allowance. However, when calculating the Minimum Annual Salary for new rosters any award allowances payable for working on the roster such as this afternoon shift allowance (if the roster includes afternoon shifts) would be taken into account in ensuring the Minimum Annual</p>

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					Salary for the new roster is at least 5% above the relevant modern award.