

Proposed Agreement and Mining Industry Award – Comparison of Allowances for Western Australia Hub

The table below sets out a comparison of the allowances in the Proposed Agreement for employees employed in the Western Australia Hub as compared with the allowances contained in the 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		Mining Industry Award		Explanation of Effect of Proposed Agreement Term
	Eligibility	Rate	Eligibility	Rate	
The following allowances have been incorporated into the minimum annual salaries for the Western Australia hub in Appendix 1 and so are not separately payable:					
Tool allowance	Where an employee is required by the employer to supply and maintain tools ordinarily required in the performance of work.	<p>The Agreement confirms that an amount of \$18.75 per week has been incorporated into the Minimum Annual Salaries for the Western Australia Hub.</p> <p>The previous drafting of the Agreement did not clearly state that this allowance would not be separately</p>	An employee who is required by the employer to supply and maintain tools ordinarily required in the performance of work.	\$17.86 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 Western Australia Hub.</p>

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		payable in addition to the Minimum Annual Salaries. This has been corrected.			
Industry allowance	The industry allowance recognises and is in payment for all aspects of work in the industry, including but not limited to the location and nature of mining operations, clothing, dirt, wet, height, fumes, heat, cold, confined space, and all other disabilities not expressly dealt with by other allowances.	The Agreement confirms that an amount of \$40.11 per week has been incorporated into the Minimum Annual Salaries for the Western Australia Hub.	<p>Wage-related allowances</p> <p>(a) All-purpose allowances</p> <p>Allowances paid for all purposes are included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties, loadings or payment while they are on annual leave. The following allowances are paid for all purposes under this award:</p> <p>(b) Industry allowance</p> <p>(i) Employees will be paid an industry</p>	\$38.20 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 Western Australia Hub.</p>

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			<p>allowance per week which will be paid for all purposes.</p> <p>(ii) The industry allowance recognises and is in payment for all aspects of work in the industry, including but not limited to the location and nature of mining operations, clothing, dirt, wet, height, fumes, heat, cold, confined space, and all other disabilities not expressly dealt with under clause 18.</p>		
Licence allowance - electricians	If an Employee is required by the Company to hold an Electrical Technicians licence (or equivalent).	The Agreement confirms that an amount of \$49.32 per week has been incorporated into Minimum Annual Salary for the Western Australia Hub for trade qualified employees.	<p>Wage-related allowances</p> <p>(a) All-purpose allowances</p> <p>Allowances paid for all purposes are included in the rate of pay of an employee who is</p>	\$46.97 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</p>

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			<p>entitled to the allowance, when calculating any penalties, loadings or payment while they are on annual leave. The following allowances are paid for all purposes under this award:</p> <p>(ii) licence allowance – electricians</p> <p>(c) Licence allowance— electricians</p> <p>Employees will be paid an allowance per week if they are required by their employer to hold an Electrical Technicians licence (or equivalent). This allowance will be paid for all purposes.</p>		<p>allowance when calculating the Minimum Annual Salaries for the Western Australia Hub for trade qualified employees. Further, under clause 7.19 of the Proposed Agreement, where the Company requires an Employee to obtain or maintain a HV Switching or State Electrical Licence, the Company will reimburse the Employee for:</p> <ul style="list-style-type: none"> • the cost of the licence; and • the cost of any required training course that has been approved in advance by the Company.

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The following allowances are not contained in the Proposed Agreement for employees employed in the Western Australia Hub:					
Underground allowance	Not provided for Western Australia Hub	Not provided for Western Australia Hub. The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.	An employee, other than an employee classified as an underground miner, will be paid an underground allowance per hour whilst required by their employer to work underground.	\$1.90 per hour	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 provide services to underground mines in Western Australia.
Rail allowance	Not provided	Not provided	An employee who is assessed as being mainline competent and appointed by their employer as Locomotive Drivers and required to operate on the mainline will receive a rail allowance of 30% of the minimum rate of pay.	30% minimum Award rate of pay	This allowance does not apply to employees covered by the Proposed Agreement.

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First aid allowance	Not provided	<p>Not provided</p> <p>The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.</p>	An employee who holds first aid qualifications from St John Ambulance or an equivalent body, and who is appointed by the employer to participate in the emergency response team or otherwise to perform first aid duty.	\$20.65 per week	<p>Less beneficial than the Award</p> <p>While the Proposed Agreement does not have this allowance and so would be less beneficial if the allowance applied, the Company does not appoint employees to participate in emergency response teams or otherwise to perform first aid duty as it has paramedics deployed at all mine sites to deliver first aid.</p>
Leading hand allowance (if appointed in writing to such position)	Not provided	<p>Not provided</p> <p>The previous drafting of the Agreement contained this allowance in error and</p>	3 – 10 employees	\$45.42 per week	<p>Less beneficial than the Award</p> <p>While the Proposed Agreement does not have this allowance and so would be less beneficial if the</p>
			11 – 20 employees	\$57.81 per week	
			More than 20 employees	\$77.73 per week	

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		it has been removed from the Agreement.			allowance applied, the Company does not appoint leading hands in Western Australia or South Australia.
Meal allowance	Not provided	<p>Not provided</p> <p>The previous drafting of the Agreement contained this allowance in error and it has been removed from the Agreement.</p>	An employee will be paid a meal allowance each occasion that the employee is entitled to a rest break during overtime work, provided that an allowance is not required to be paid if the employer provides a meal or meal-making facilities or if the employee was notified no later than the previous day or shift that the employee would be required to work the overtime.	\$20.63 per occasion	<p>Less beneficial than Award</p> <p>The Proposed Agreement does not contain provision of a meal allowance.</p>
Drilling, prospecting and exploration	Not provided	Not provided	Wage-related allowances		Less beneficial than the Award

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allowances			<p>(a) All-purpose allowances</p> <p>Allowances paid for all purposes are included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties, loadings or payment while they are on annual leave. The following allowances are paid for all purposes under this award:</p> <p>(iii) drilling, prospecting and exploration—cooks and cooks' assistants—broken shift allowance</p> <p>Drilling, prospecting and exploration allowances</p> <p>The following allowances apply only to employees who are required to perform drilling, prospecting and exploration duties.</p> <p>(i) Employees who are required to camp at remote locations (including remote from a mine site) and reasonable transport to and from their home is not provided by their employer, will be paid an allowance as follows:</p> <ul style="list-style-type: none"> • \$34.99 per day, where meals are not provided by the employer; and • \$19.30 per day where meals are provided by the employer. 		While the Proposed Agreement does not have this allowance and so would be less beneficial if the allowance applied, the Company does not require employees to perform work in circumstances that would attract payment of this allowance.

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			<p>(ii) However, the allowance is not required to be paid where accommodation and meals are provided by the employer, or where the employer pays for, or reimburses the employee for, fares to return to and from home each weekend, or where the employee is engaged on a regular commute arrangement as part of a mining operation.</p> <p>(iii) Employees who are classified as cooks and cooks' assistants will be paid an allowance for all purposes of \$11.05 per week whilst they are required by their employer to work broken shifts.</p> <p>(iv) Where an employee is required by the employer:</p> <ul style="list-style-type: none"> • to transfer from one place of employment to another place of employment; or • to work away from their usual place of employment for a temporary period, <p>they will be reimbursed for the cost of transport, and they will be paid travelling time of up to 8 hours at the employee's ordinary hourly rate (provided that no reimbursement will be required to be made if the employer provides transport).</p>		

