

Proposed Agreement and Black Coal Mining Industry Award – Comparison of Minimum Annual Salaries

Under the Operations Services Maintenance Agreement (**Proposed Agreement**), employees are entitled to a Minimum Annual Salary for their roster. The Minimum Annual Salary rates are contained in Appendix 1 of the Proposed Agreement.

The Minimum Annual Salary under the Proposed Agreement includes compensation for:

- all allowances (unless otherwise prescribed by the Proposed Agreement), disabilities and skills; and
- any other loadings, penalties, overtime or other payments that would have been applicable to rostered hours in the applicable roster under the relevant modern award (being the modern award that would have applied to that Employee if the Proposed Agreement did not apply). This includes compensation for working on rosters which cover weekends, 11 public holidays in a remuneration period, and day/night shifts.

The tables below set out a comparison of the Minimum Annual Salaries contained in Appendix 1 of the Proposed Agreement as compared with the Company's calculations of what each classification level would be entitled to be paid under the Black Coal Mining Industry Award 2020 (**Award**) for working on those rosters. A night shift allowance of 3% is also included in the tables, for roster patterns which include night shift.

The Company's calculations that have been used in preparing this document are also included at the end of this document, so that you can also review the assumptions and roster patterns used to calculate the \$ figures included below. Because the calculations are based on assumptions about days and times of work and allocation of ordinary and overtime hours, and do not take into account all Award allowances, your actual Award entitlements for working on your roster may be higher or lower than shown in the calculations.

The Award entitlements taken into account in calculating the Award annual salaries are payments for:

- Ordinary hours (including night shift penalties for rosters that include night shifts)
- Saturday and Sunday penalties;
- Overtime hours;
- Work on 11 public holidays;
- Additional shift allowance for night shifts;
- Water money, dirty work, confined spaces, height money, tool allowance and additional night shift allowance.

Additional allowances that may be payable under the Award based on your individual circumstances are not taken into account in these calculations, but a separate comparison of the Proposed Agreement against the Award allowances has also been provided to you.

For the purposes of these calculations, we have used the rates applicable to six and seven day roster employees under the Award for all roster patterns. We have also assumed that all shifts that finish at 6:30 pm are day shifts on the basis that the ordinary hours of the shift finish before 6 pm and the hours post-6 pm are rostered overtime.

There are other entitlements in the Award that are more beneficial, less beneficial and different to the Proposed Agreement that you should take into account when deciding how to vote on the Proposed Agreement. You have separately been provided documents comparing:

- each clause of the Proposed Agreement against the Award; and
- the allowances in the Proposed Agreement as compared to the allowances in the Award.

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

Full-time Queensland Hub Employees (rates as at the date of commencement of the Agreement)									
Roster	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)			Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person – Tyre Fitter			Maintenance Technician 2 (2+ years trade qualified experience)		
	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$133,308.00	\$112,185.37	\$21,122.63	\$141,842.00	\$117,388.60	\$24,453.41	\$155,703.00	\$129,034.39	\$26,668.62
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$137,307.24	\$119,540.91	\$17,766.34	\$146,097.26	\$125,055.27	\$21,042.00	\$160,374.09	\$137,413.29	\$22,960.81
8 days on, 6 days off, 7 nights on, 7 Days off (12.5 hour shifts)	\$144,185.58	\$129,003.46	\$15,182.12	\$153,349.49	\$134,961.77	\$18,387.72	\$168,461.65	\$148,313.51	\$20,148.14
4 days on, 3 days off (Days only) (12.5 hour shifts)	\$138,188.00	\$118,401.71	\$19,786.29	\$147,258.00	\$123,879.24	\$23,378.77	\$161,574.00	\$136,140.19	\$25,433.82

Full-time Queensland Hub - Apprentices (rates as at the date of commencement of the Agreement)												
Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable	Company calculation of Award annual pay	\$ Difference
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$103,270.00	\$85,069.29	\$18,200.72	\$125,068.00	\$103,330.96	\$21,737.05	\$125,068.00	\$103,330.96	\$21,737.05	\$125,068.00	\$103,330.96	\$21,737.05

7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$106,368.10	\$90,772.24	\$15,595.86	\$128,820.04	\$110,144.86	\$18,675.19	\$128,820.04	\$110,144.86	\$18,675.19	\$128,820.04	\$110,144.86	\$18,675.19
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BCMI Award Salary Comparison

BHP Internal

ROSTER 1: 7 DAYS ON / 7 DAYS OFF - DAYS ONLY																										
	WEEK 1 (DAY ON)							WEEK 2 (DAY OFF)							TOTAL PER CYCLE						PER ANNUM (ASSUMING 11 PUBLIC HOLIDAYS WORKED)					
Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL PER CYCLE	80% of Mineworker - Induction Level 2	Mineworker - Induction Level 1	Mineworker	Mineworker - Advanced	Mineworker - Specialised	TOTAL HOURS/EVENTS PER ANNUM*	80% of Mineworker - Induction Level 2	Mineworker - Induction Level 1	Mineworker	Mineworker - Advanced	Mineworker - Specialised
Hours of Work	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	OFF												
Ordinary Hours (day)	10	10	10	10	10										50	\$1,171.50	\$1,436.50	\$1,565.00	\$1,640.50	\$1,809.50	1190	\$27,881.70	\$34,188.70	\$37,247.00	\$39,043.90	\$43,066.10
Ordinary Hours - Saturday (first 4)						4									4	\$140.58	\$172.40	\$187.80	\$196.88	\$217.16	104	\$3,655.08	\$4,482.40	\$4,882.80	\$5,118.88	\$5,646.16
Ordinary Hours - Saturday & Sunday (after first 4 on Sat)						6	10								16	\$749.76	\$919.36	\$1,001.60	\$1,049.92	\$1,158.08	416	\$19,493.76	\$23,903.36	\$26,041.60	\$27,297.92	\$30,110.08
Public Holidays (all hours)															0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	137.5	\$9,664.88	\$11,851.13	\$12,911.25	\$13,534.13	\$14,928.38
OT Monday - Sunday	2.5	2.5	2.5	2.5	2.5	2.5	2.5								17.5	\$820.05	\$1,005.55	\$1,095.50	\$1,148.35	\$1,266.65	427.5	\$20,032.65	\$24,564.15	\$26,761.50	\$28,052.55	\$30,942.45
Additional shift allowance - open cut (night shift)**															0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
															PER CYCLE:	\$2,881.89	\$3,533.81	\$3,849.90	\$4,035.65	\$4,451.39	PER ANNUM:	\$80,728.07	\$98,989.74	\$107,844.15	\$113,047.38	\$124,693.17

* Assumes reduction of 110 hours of ordinary hours and 27.5 hours of OT to account for 11 public holidays (137.5 hours).

ROSTER 1: COMPARISON OF AWARD v EA					
	Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary	\$ Difference
QLD	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Mineworker	\$112,185.37	\$133,308.00	\$21,122.63
	Maintenance Technician 1 – LV Maintenance & Repair, All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Mineworker - Advanced	\$117,388.60	\$141,842.00	\$24,453.41
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Mineworker - Specialised	\$129,034.39	\$155,703.00	\$26,668.62
	Apprentice - Year 1	80% of Mineworker - Induction Level 2	\$85,069.29	\$103,270.00	\$18,200.72
	Apprentice - Year 2	Mineworker - Induction Level 1	\$103,330.96	\$125,068.00	\$21,737.05
	Apprentice - Year 3	Mineworker - Induction Level 1	\$103,330.96	\$125,068.00	\$21,737.05
	Apprentice - Year 4	Mineworker - Induction Level 1	\$103,330.96	\$125,068.00	\$21,737.05

Additional annualised allowances									
Water money		Dirty work		Confined spaces (Electrical/Mechanical)		Height money		Tool allowance	
% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	Annual Amount	Weekly amount	Annual amount
0.49% per shift	\$913.64	0.23% per shift	\$429.52	0.08% per hour	\$1,865.50	0.23% per shift	\$429.52	\$ 13.52	\$703.04

Total additional annualised allowances:	\$4,341.22
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BCMI Award Salary Comparison

ROSTER 4: 4 DAYS ON / 3 DAYS OFF (DAYS ONLY)																						
	WEEK 1							WEEK 2							TOTAL PER CYCLE				PER ANNUM (ASSUMING 11 PUBLIC HOLIDAYS WORKED)			
Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL PER CYCLE	Mineworker	Mineworker - Advanced	Mineworker - Specialised	TOTAL HOURS/EVENTS PER ANNUM*	Mineworker	Mineworker - Advanced	Mineworker - Specialised
Hours of Work	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF								
Ordinary Hours (day)	8.75	8.75	8.75	8.75				8.75	8.75	8.75	8.75				70	\$2,191.00	\$2,296.70	\$2,533.30	1710	\$53,523.00	\$56,105.10	\$61,884.90
Ordinary Hours - Saturday (first 4 - day shift)															0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
Ordinary Hours - Saturday & Sunday (after first 4 on Sat - day shift)															0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
Public Holidays (all hours)															0	\$0.00	\$0.00	\$0.00	137.5	\$12,911.25	\$13,534.13	\$14,928.38
OT Monday - Sunday	3.75	3.75	3.75	3.75				3.75	3.75	3.75	3.75				30	\$1,878.00	\$1,968.60	\$2,171.40	752.5	\$47,106.50	\$49,379.05	\$54,465.95
															PER CYCLE	\$4,069.00	\$4,265.30	\$4,704.70	PER ANNUM:	\$113,540.75	\$119,018.28	\$131,279.23

* Assumes reduction of 110 hours of ordinary hours and 27.5 hours of OT to account for 11 public holidays (137.5 hours).

ROSTER 4: COMPARISON OF AWARD v EA					
	Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary	\$ Difference
QLD	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Mineworker	\$118,401.71	\$138,188.00	\$19,786.29
	Maintenance Technician 1 – LV Maintenance & Repair, All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Mineworker - Advanced	\$123,879.24	\$147,258.00	\$23,378.77
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Mineworker - Specialised	\$136,140.19	\$161,574.00	\$25,433.82

Annualised allowances									
Water money		Dirty work		Confined spaces (Electrical/Mechanical)		Height money		Tool allowance	
% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	Annual Amount	Weekly amount	Annual amount
0.49% per shift	\$1,044.16	0.23% per shift	\$490.88	0.08% per hour	\$2,132.00	0.23% per shift	\$490.88	\$13.52	\$703.04

Total additional annualised allowances:	\$4,860.96
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