# 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.

	Ful	l-time Queensla	and Hub Emplo	yees (rates as at t	he date of co	nmencement	of the Agreement)		
	Associate, Serv	son Maintenance, M rice Support Techn Ialified roles (Fixed Mobile & Field Mail	ician and other Plant, Light	Maintenance Tech Repair; All other Tra experience) and	des (0 – 2 years	trade qualified	Maintenance Te	echnician 2 (2+ years tr experience)	ade qualified
Roster	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	Queenslar	nd Hub - App	orentices (ra	tes as at the	e date of comr	mencement o	of the Agree	ment)		
	Ар	prentice Year 1		Ap	oprentice Year 2	2	Ар	prentice Year 3		А	pprentice Year 4	
Roster	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	\$18,200.7 2	\$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	\$15,595.8 6	\$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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						AWARD RAT	ES USED IN CAL	CULATIONS								
	Award Mapping						Award E	Intitlements					Loaded Awa	rd Rates^		
		Classification in Award	Award Base Rate of Pay		Rate Multipliers for penalt	ties and overtime^	Allowances (add	ditional allowanc	es are considered in below)	n relation to each roster pattern		80% of Mineworker - Induction Level 2	Mineworker - Induction Level 1	Mineworker	Mineworker - Advanced	Minew Specia
and	vice Person Maintenance, Maintenance Associate, Service Support Technician	Mineworker	\$31.30		Ordinary Hours (day shift)	100.0%					Ordinary Hours (day shift)	\$23.43	\$28.73	\$31.30	\$32.81	\$36.19
Mair trade	intenance Technician 1 — LV Maintenance & Repair; All other Trades (0 – 2 years le qualified experience) and Service Person - Tyre Fitter	Mineworker - Advanced	\$32.81		Ordinary Hours (shiftwork afternoon and rotating night)	115.0%	Additional shift allowance - open cut (night shift)	\$8.71	Per shift		Ordinary Hours (shiftwork - afternoon and rotating night )	\$26.94	\$33.04	\$36.00	\$37.73	\$41.62
Mair	intenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Mineworker - Specialised	\$36.19		Ordinary Hours - Saturday (first 4 hours - shiftwork afternoon and rotating night)	172.5%					Ordinary Hours - Saturday (first 4 hours - shiftwork afternoon and rotating night)		\$49.56	\$53.99	\$56.60	\$62.43
Арр		80% of Mineworker - Induction Level 2	\$23.43		Ordinary Hours - Saturday & Sunday (after first 4 on Sat - shiftwork - afternoon and rotating night)	230.0%					Ordinary Hours - Saturday & Sunday (after first 4 on Sat - shiftwork - afternoon and rotating night)	\$53.89	\$66.08	\$71.99	\$75.46	\$83.24
Арр		Mineworker - Induction Level 1	\$28.73		Public Holidays (all hours - shiftwork - afternoon and rotating night)	330.0%					Public Holidays (all hours - shiftwork - afternoon and rotating night)	\$77.32	\$94.81	\$103.29	\$108.27	\$119.
Арр	orentice - Year 3	Mineworker - Induction Level 1	\$28.73		OT Monday - Friday (six and seven day roster employees - afternoon and rotating night)	215.0%					OT Monday - Friday (six and seven day roster employees - afternoon and rotating night)	\$50.37	\$61.77	\$67.30	\$70.54	\$77.8
Арр	orentice - Year 4	Mineworker - Induction Level 1	\$28.73		OT Saturday (first 4 hours six and seven day roster employees - afternoon and rotating night)	222.5%					OT Saturday (first 4 hours - six and seven day roster employees afternoon and rotating night)	- \$52.13	\$63.92	\$69.64	\$73.00	\$80.5
	r the purposes of these calculations, we have assumed the highest applicable rate l uuary 2014. We have utilised Mineworker - Induction Level 1 in accordance with clai			enced on or after 1	OT Saturday & Sunday (after first 4 on Sat - six and seven day roster employees - afternoon and rotating night)	230.0%					OT Saturday & Sunday (after first 4 on Sat - six and seven day roster employees - afternoon and rotating night)	¢E2 00	\$66.08	\$71.99	\$75.46	\$83.2
that	or the purposes of these calculations, we have used the rates applicable to six and st all shifts that finish at 6:30 pm are day shifts on the basis that the ordinary hours or time.			e have also assumed are rostered	Ordinary Hours - Saturday (first 4 hours -day shift)	150.0%					Ordinary Hours - Saturday (first 4 hours -day shift)	\$35.15	\$43.10	\$46.95	\$49.22	\$54.2
					Ordinary Hours - Saturday (after first 4 on Sat - day shift)						Ordinary Hours - Saturday (after first 4 on Sat - day shift)	\$46.86	\$57.46	\$62.60	\$65.62	\$72.3
					Ordinary Hours - Sunday (day shift)	200.0%					Ordinary Hours - Sunday (day shift)	\$46.86	\$57.46	\$62.60	\$65.62	\$72.3
					OT Monday - Sunday (six and seven day roster employees - day shift)	200.0%					OT Monday - Sunday (six and seven day roster employees - day shift)	\$46.86	\$57.46	\$62.60	\$65.62	\$72.3
					Public Holidays (all hours - six and seven day roster						Public Holidays (all hours - six				\$98.43	\$108

											ROSTER	1: 7 DAYS ON	1/7 DAYS OFF - D	AYS ONLY												
				WEEK 1 (DAY ON)						WEI	EK 2 (DAY OFF)						TOTAL PER	CYCLE				PER ANNUM	(ASSUMING 11 PUBLI	C HOLIDAYS WOR	KED)	
Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL PER CYCLE	80% of Mineworker -	Mineworker -	Mineworker	Mineworker - Advanced	Mineworker -	TOTAL HOURS/EVENTS	Mineworker -	Mineworker - Induction Level 1	Mineworker	Mineworker - Advanced	Mineworker - Specialised
Hours of Work	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	OFF		2	induction 201011			opositiou	Livanom	Induction Level 2			Paramood	Оробиноси						
Ordinary Hours (day)	10	10	0 10	0 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			\$1.049.92	\$1,158.08	416	\$19.493.76	.,.	. ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$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)**																\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
		I	1		1	1	I	1	1	1	1				PER CYCLE:	\$2.881.89			\$4.035.65	\$4.451.39	PER ANNUM:	\$80.728.07	*****		\$113,047.38	\$124,693.17

		ROSTER 1: COMPARI	SON OF AWARD v EA		
	Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary	\$ Difference
	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non- trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)		\$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
QLD	Apprentice - Year 4	Mineworker - Induction Level 1	\$103,330.96	\$125,068.00	\$21,737.05

						* Assumes reduction of 110 hours of c	ordinary hours and	27.5 hours of OT to a	ccount for 11 publ
				Additiona	l annualised	l allowances			
Water r	money	Dirty wo	ork	Confined s (Electrical/Me		Height money		Tool allo	owance
% 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



														ROSTER	2-7 DAYS ON / 7	DAYS OFF / 7 NIGHTS O	N / 7 DAYS OFF																		
				WEEK 1 (DAY ON)					WEE	K 2 (DAY OFF)					WEEK 3 (NIGHT O	N)					WEEK	4 (DAY OFF)					TOTA	L PER CYCLE				PER ANNUM	M (ASSUMING 11 PUBLIC HO	LIDAYS WORKE	ID)
Day Hours of Work	Monday 6:00am - 6:30pm	Tuesday 6:00am - 6:30pm	Wednesday 6:00am - 6:30pm	Thursday 6:00am - 6:30pm	Friday 6:00am - 6:30pm	Saturday 6:00am - 6:30pm	Sunday 6:00am - 6:30pm			Thursday	Saturday Su OFF C	Monday 6:00pm - 6:30am		Wednesday		Friday 6:00pm - 6:30am	Saturday 6:00pm - 6:30am	Sunday 6:00pm - 6:30am	Monday	Tuesday		Thursday	Friday	Saturday OFF		PER Mineworker LE Induction Lev 2	Mineworker - Induction Leve	l Mineworker	Mineworker - Advanced	Mineworker - Specialised	TOTAL HOURS/EVEN TS PER ANNUM*	Mineworker - Induction	Mineworker - Induction Level 1	worker Minew Adva	worker - Mineworker - Specialised
Ordinary Hours (day)																																			
Ordinary Hours (afternoon & nights)	10		10	1	1	0						10	10	10	10	6		4							5								\$17,094.35 \$18,6 \$19,658.80 \$21,4		
Ordinary Hours - Saturday (first 4 - day shift)						4										-										\$140		0 \$187.80	\$196.88	\$217.16	52	\$1,827.54			559.44 \$2,823.08
Ordinary Hours - Saturday (first 4 - night shift)																4	4								8	\$323	1.33 \$396.4	18 \$431.92					\$5,154.24 \$5,6		
Ordinary Hours - Saturday & Sunday (after first 4 on Sat - day shift)						6	10																		1	\$749	1.76 \$919.3	6 \$1.001.60	\$1,049.92	\$1.158.08	208	\$9.746.88	\$11,951.68 \$13,0	.020.80 \$13.0	648.96 \$15.055.04
Ordinary Hours - Saturday & Sunday (after first 4 on Sat - night shift)																									1:								\$10,308,48 \$11,2		
Public Holidays (all hours - night shift)																												0 \$0.00	\$0.00				\$13,036.38 \$14,2		
OT Monday - Sunday (day shift)	2.5	2.5	2.5	2.5	2.5	2.5	2.5																		17	<b>5</b> \$820	1.05 \$1,005.5	is \$1,095.50	\$1,148.35	\$1,266.65	227.5	\$10,660.65	\$13,072.15 \$14,2	,241.50 \$14,5	928.55 \$16,466.45
OT Monday - Friday (night shift												2.5	2.5	2.5	2.5			2.5							12	5 \$629	9.68 \$772.	3 \$841.25	\$881.75	\$972.63	135	\$6,800.56	\$8,338.95 \$9,0	085.50 \$9,5	522.90 \$10,504.35
OT Saturday (first 4 hours - night shift)																2.5	25									\$260	1.66 \$319.6	0 \$348.20	\$365.00	\$402.60	65	\$3,388.56	\$4,154.80 \$4.5:	526.60 \$4.7	745.00 \$5.233.80
OT Saturday & Sunday (after first 4 on Sat)																										\$0	1.00 \$0.0	0 \$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00 \$0	0.00 \$0	0.00 \$0.00
Additional shift allowance - open cut (night shift)**												1	1	1	1	1	1	1							7	\$60	97 \$60.9	7 \$60.97	\$60.97	\$60.97	91	\$792.61	\$792.61 \$79	92.61 \$79	92.61 \$792.61

		ROSTER 2: COMPARI	SON OF AWARD v EA		
	Classification in FA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary plus 3% Night Shift Allowance	\$ Difference
	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non- trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)		\$119,540.91	\$137,307.24	\$17,766.34
	Maintenance Technician 1 – LV Maintenance & Repair, All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Mineworker - Advanced	\$125,055.27	\$146,097.26	\$21,042.00
QLD	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Mineworker - Specialised	\$137,413.29	\$160,374.09	\$22,960.81
	Apprentice - Year 1	80% of Mineworker - Induction Level 2	\$90,772.24	\$106,368.10	\$15,595.86
	Apprentice - Year 2	Mineworker - Induction Level	\$110,144.86	\$128,820.04	\$18,675.19
	Apprentice - Year 3	Mineworker - Induction Level 1	\$110,144.86	\$128,820.04	\$18,675.19
	Apprentice - Year 4	Mineworker - Induction Level	\$110,144.86	\$128,820.04	\$18,675.19

				Anni	ualised allo	wances			
Water r	money	Dirty w	ork	Confined s (Electrical/Me	ipaces chanical)	Height money		Tool all	owance
% 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



PER CYCLE: 56, 150, 43 57,527,56 58, 156, 12 58,558, 19 50,466,57 PER ANNUAL: 586,41,02 \$105,803,66 \$115,199,66 \$120,714,05 \$133,072,07 \*\*

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

															ROSTE	R 3: 8 DAYS ON	6 DAYS OFF / 7 N	IGHTS ON / 7 DAY	OFF															
			1	WEEK 1 (DAYS)		I	T		T	WE	EEK 2 (OFF)					T	T	WEEK 3 (NIGHT	i)					WE	EK 4 (OFF)				TOTAL PE	R CYCLE		PER ANNUM (AS	SUMING 11 PUBL	LIC HOLIDAYS WORKED)
зу	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday Sur	TOTAL PER	Mineworker	Mineworker - Advanced	Mineworker - Specialised	TOTAL HOURS/EVENTS PER ANNUM*	Mineworker	Mineworker - Mineworker Advanced Specialised
ours of Work	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	6:00pm - 6:30am	6:00pm - 6:30a	m 6:00pm - 6:30an	n 6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	OFF	OFF	OFF	OFF	OFF	OFF O	FF	4				-								
rdinary Hours ay)	9.33	9.33	9.33	9.33	9.33			9.33																				56.00	\$1,752.80	\$1,837.36	\$2,026.64	673.00	\$21,064.88	\$22,081.11 \$24,355.85
rdinary Hours fternoon & ghts)															9.33	9.33	9.33	9.33	6.00		3.33							46.67	\$1,680.00	\$1,760.73	\$1,942.27	551.67	\$19,860.00	\$20,814.38 \$22,960.37
rdinary Hours - sturday (first 4 -						4.00																								\$196.88				\$2,559.44 \$2,823.08
rdinary Hours -						4.00																						4.00	\$187.80	\$196.88	\$217.16	52.00	\$2,441.40	\$2,559.44 \$2,823.08
ght shift)																			3.33	4.00								7.33	\$395.93	\$415.07	\$457.82	95.33	\$5,147.05	\$5,395.87 \$5,951.66
dinary Hours - iturday & inday (after first on Sat - day ift)						5.33	9.33																					14.67	\$918.13	\$962.43	\$1,061.57	190.67	\$11.935.73	\$12,511.55 \$13,800.45
dinary Hours - iturday & inday (after first on Sat - night																																		
ti) blic Holidays hours - night																				5.33	6.00							11.33	\$815.89	\$855.21	\$943.39	147.33	\$10,606.53	\$11,117.77 \$12,264.03
ift)																												0.00	\$0.00	\$0.00	\$0.00	137.50	\$14,202.38	\$14,887.13 \$16,421.63
Monday - inday (day ift)	3.17	3.17	3.17	3.17	3.17	3.17	3.17	3.17																				25.33	\$1,585.87	\$1,662.37	\$1,833.63	329.33	\$20,616.27	\$21,610.86 \$23,837.15
Monday - iday (night ift) Saturday (first															3.17	3.17	3.17	3.17			3.17							15.83	\$1,065.58	\$1,116.88	\$1,231.99	178.33	\$12,001.83	\$12,579.63 \$13,876.12
hours - night lift)																			3.17	3.17								6.33	\$441.05	\$462.33	\$509.96	82.33	\$5,733.69	\$6,010.33 \$6,629.48
F Saturday & unday (after first on Sat)																												0.00	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00 \$0.00
dditional shift																												0.55	30.00	40.00	\$2.00		23.00	40.00
t (night shift)**															1	1	1	1	1	1	1							7.00 PER CYCLE:	\$60.97	\$60.97	\$60.97	91.00 DEP ANNUM-	\$792.61	\$792.61 \$792.61 \$130,360.68 \$143,712.4

Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary plus 3% Night Shift Allowance	\$ Difference
Service Person Maintenance, Maintenance Associate, Service Support Technician and other non- trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Mineworker	\$129,003.46	\$144,185.58	\$15,182.12
Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Mineworker - Advanced	\$134,961.77	\$153,349.49	\$18,387.72
Maintenance Technician 2 (trade qualified) (2* years trade qualified experience)	Mineworker - Specialised	\$148,313.51	\$168,461.65	\$20,148.14

Annualised allowances										
Water money		Dirty work Confined (Electrical/N						Tool allo	ool 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	\$978.90	0.23% per shift	\$460.20	0.08% per hour	\$1.998.75	0.23% per shift	\$460.20	\$13.52	\$703.04	



\* 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:	4 DAYS ON / 3 DA	YS OFF (DAYS ON	LY)										
				WEEK 1							WEEK 2					TOTAL PER CYCL	.E		PER ANNUI	M (ASSUMING 11 F	UBLIC HOLIDAYS WORKE	ED)
Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday								
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	n 6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	TOTAL PER CYCLE	Mineworker	Mineworker - Advanced	Mineworker - Specialised	TOTAL HOURS/EVENTS PER ANNUM*	Mineworker	Mineworker - Advanced	Mineworker - Specialised
Ordinary Hours																						
()	8.75	8.75	8.75	8.75				8.75	8.7	5 8.75	8.75	i			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			PER ANNUM:	\$113,540.75	\$119,018.28	
		ROSTER 4: COMPARI	SON OF AWARD VEA												* Assumes reduction of 110 hours of	ordinary nours and	27.5 nours of OT to	account for 11 pub	iic noildays (137.5 hours).			

	Annualised allov	wances	

				Ann	ualised allov	wances			
Water	Water money Dirty work Confined spaces (Electrical/Mechanical) Height money		Tool allo	owance					
% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	Annual Amount	% of standard rate	% of standard rate Annual 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

	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							
	Service Person Maintenance, Maintenance Associate, Servica 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							
QLD	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Mineworker - Specialised	\$136,140.19	\$161,574.00	\$25,433.82							