Proposed Agreement and 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 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;
- Industry allowance (for all classification levels);
- Tool allowance (for Western Australia hub employees);
- Underground allowance (for South Australia hub employees);
- Licence allowance electricians (only for the Maintenance Technician 1 and Maintenance Technician 2 classification levels).

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 continuous shiftworker employees under the Award for all roster patterns. This may mean that the Award annual pay calculation included in the table below is higher than what the Award would require if an employee was not a continuous shiftworker.

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 Wes	stern Australia	Hub Employ	ees (rates as at the d	ate of comme	encement of the	ne Agreement)		
	Service Person Mainte Service Support Technic roles (Fixed Plant, L Ma	ian and other non-	trade qualified	Maintenance Technician All other Trades (0 – 2 yo and Service		ed experience)	Maintenance Techr	nician 2 (2+ years experience)	trade 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)	\$110,313.00	\$102,634.68	\$7,678.32	\$129,780.00	\$118,331.04	\$11,448.96	\$138,978.00	\$122,771.61	\$16,206.39
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$113,622.39	\$105,308.05	\$8,314.34	\$133,673.40	\$121,421.77	\$12,251.63	\$143,147.34	\$125,979.26	\$17,168.08
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$110,313.00	\$102,634.68	\$7,678.32	\$129,780.00	\$118,331.04	\$11,448.96	\$138,978.00	\$122,771.61	\$16,206.39
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$113,622.39	\$105,308.05	\$8,314.34	\$133,673.40	\$121,421.77	\$12,251.63	\$143,147.34	\$125,979.26	\$17,168.08
4 days on, 3 days off (Days only) (12-hour shifts)	\$110,313.00	\$103,024.16	\$7,288.84	\$129,780.00	\$118,780.23	\$10,999.77	\$138,978.00	\$123,237.83	\$15,740.17
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$117,324.21	\$111,156.10	\$6,168.11	\$137,564.74	\$128,172.76	\$9,391.98	\$143,147.34	\$132,985.70	\$10,161.64
8 days on, 6 days off (days only) (12.5 hour shifts)	\$121,944.00	\$114,330.78	\$7,613.22	\$140,178.00	\$131,833.01	\$8,344.99	\$145,470.00	\$136,784.48	\$8,685.52
14 days on, 7 days off (days only) (12.5-hour shifts)	\$151,605.00	\$144,385.55	\$7,219.45	\$174,856.00	\$166,529.15	\$8,326.85	\$181,434.00	\$172,793.45	\$8,640.55
14 days on, 14 days off (days only) (12.5 hour shifts)	\$110,313.00	\$102,634.68	\$7,678.32	\$129,780.00	\$118,331.04	\$11,448.96	\$138,978.00	\$122,771.61	\$16,206.39
7 days on, 7 nights on, 14 days off (day/night)	\$113,622.39	\$105,555.16	\$8,067.23	\$133,673.40	\$121,707.47	\$11,965.93	\$143,147.34	\$126,275.77	\$16,871.57

	Full-time Wes	stern Australia I	Hub Employ	ees (rates as at the d	ate of comme	ncement of th	ne Agreement)		
	Service Person Mainter Service Support Technic roles (Fixed Plant, Li Ma	ian and other non-	trade qualified	Maintenance Techniciar All other Trades (0 – 2 yo and Service		ed experience)	Maintenance Techn	nician 2 (2+ years experience)	trade 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
(12.5 hour shifts)									

	TAB	LE 2: Full-tir	ne Western A	ustralia Hub	- Apprentic	es (rates as	at the date	of commenc	ement of the	Agreement)		
	A	Apprentice Year	· 1	A	pprentice Year	2	,	Apprentice Year	. 3	A	pprentice Year	4
Roster	EA Minimum Annual Salary plus 3% Night Shift Allowance where applicable \$83,452.00 \$78,092.89 \$5,359.11		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)	\$83,452.00	\$78,092.89	\$5,359.11	\$92,260.00	\$86,702.86	\$5,557.15	\$92,260.00	\$86,702.86	\$5,557.15	\$92,260.00	\$86,702.86	\$5,557.15
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5- hour shifts)	\$85,955.56	\$80,121.84	\$5,833.72	\$95,027.80	\$88,956.75	\$6,071.05	\$95,027.80	\$88,956.75	\$6,071.05	\$95,027.80	\$88,956.75	\$6,071.05

	Full-tim	e South Australi	a Hub Emplo	oyees (rates as at	the date of co	mmenceme	nt of the Agreement)		
	qualified roles (Fixed	chnician and other r	on-trade	Maintenance Techr Repair; All other qualified experience	Trades (0 - 2 year	ars trade	Maintenance Technician expe	2 (2+ years trade rience)	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)	\$108,559.00	\$103,388.68	\$5,170.32	\$125,040.00	\$119,085.04	\$5,954.96	\$129,702.00	\$123,525.61	\$6,176.39
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$111,815.77	\$106,062.05	\$5,753.72	\$128,791.20	\$122,175.77	\$6,615.43	\$133,593.06	\$126,733.26	\$6,859.80

		Full-time So	outh Australia	Hub - Appre	entices (rate	s as at the d	late of comn	nencement c	of the Agree	ment)		
	A	Apprentice Year	1	Aı	pprentice Year	2	A	pprentice Year	3		Apprentice 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 Allowanc e where applicabl e	Company calculation of Award annual pay	\$ Difference
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$83,452.00	\$78,846.89	\$4,363.39	\$92,260.00	\$87,456.86	\$4,605.11	\$92,260.00	\$87,456.86	\$4,605.11	\$92,260.0 0	\$87,456.86	\$4,605.11
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$85,955.56	\$80,875.84	\$5,079.72	\$95,027.80	\$89,710.75	\$5,317.05	\$95,027.80	\$89,710.75	\$5,317.05	\$95,027.8 0	\$89,710.75	\$5,317.05

MI Award Salary Comparison

Apprentice Year 2

Apprentice Year 4

SA

				AWARI	D RATES USE	D IN CALCULATIONS									
Award Mapping						Award Entitlements				Loaded A	ward Rates (incl	uding industry allo	wance for all ar	nd licence allwoance for lev	vel 6 and 7)
Classification in EA	Classification in Award	Award Base Rate of Pay	Rate Multipliers for povertime			All p	urpose allowances				80% of Level 3	Entry Level	Level 4	Level 6	Leve
Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Level 4	\$28.98	Ordinary Hours (day)		ndustry Illowance	\$38.20	Per week	\$1.01	Per hour	Ordinary Hours (day)	\$22.75	\$25.29	\$29.99	\$34.62	\$35.9
Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$32.38	Ordinary Hours (afternoon and rotating night)	5% al	icence llowance -	\$46.97	Per week	\$1.24	Per hour	Ordinary Hours (afternoon and rotating night)	\$26.16	\$29.08	\$34.48	\$39.81	\$41
Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$33.69	Saturday (first 3 hours)	0%						Saturday (first 3 hours)	\$34.13	\$37.94	\$44.99	\$51.93	\$53.
Apprentice Year 1	80% of Level 3	\$21.74	Saturday & Sunday (after first 3 hours on Sat)	0%						Saturday & Sunday (after first 3 hours on Sat)	\$45.50	\$50.58	\$59.98	\$69.24	\$71.
Apprentice Year 2	Entry Level*	\$24.28	Public Holidays (all hours) 250	0%						Public Holidays (all hours)	\$56.88	\$63.23	\$74.98	\$86.55	\$89.
Apprentice Year 3	Entry Level*	\$24.28	OT Monday - Sunday (continuous shiftworkers)	0%						OT Monday - Sunday (continuous shiftworkers)	\$45.50	\$50.58	\$59.98	\$69.24	\$71.
Apprentice Year 4	Entry Level*	\$24.28		,				'	-	-	'	'	1	-	
Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Level 4	\$28.98													
Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$32.38													
Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$33.69													

*For the purposes of these calculations, we have assumed the highest applicable rate for apprentices, being an adult apprentice who commenced on or after 1 January 2014. We have chosen the lowest adult classification in clause 15.1 of the MI Award in accordance with clause 15.5(b) of the MI Award

\$21.74

\$24.28

\$24.28

\$24.28

Entry Level*

Entry Level*

Entry Level*

Entry Level*

 ${}^*\!For the purposes of these calculations, we have used the rates applicable to continuous shiftworkers for all roster patters.$

BHP Internal

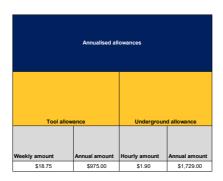
MI Award Salary Comparison

										RC	STER 1: 7 DAYS ON	1/7 DAYS OF	F - DAYS ONLY													4
			WEE	EK 1 (DAY ON)						WEEK 2 (DAY OFF)						TOTAL	PER CYCLE				PER ANNU	IM (ASSUMING 11 PUB	LIC HOLIDAYS WO	RKED)	
Day Hours of	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	TOTAL HOURS PER CYCLE	80% of Level 3	Entry Level Payment	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	80% of Level 3	Entry Level Payment	Level 4 Payment	Level 6 Payment	t Level 7 Payment
Hours of Work	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	OFF												4 1						
Ordinary Hours (day)	10	10	10	10	10										50	\$1.137.50	\$1,264.50	\$1,499.50	\$1,731.00	\$1,796.50	1190	\$27.072.50	\$30.095.10	\$35,688.10	\$41,197.80	\$42,756.70
Ordinary Hours (afternoon & nights)	-														0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00		\$0.00	\$0.00
Saturday (first 3)						3									3	\$102.39	\$113.82	\$134.97	\$155.80	\$161.69	78	\$2,662.14	\$2,959.32	\$3,509.22	\$4,050.69	\$4,203.96
Saturday & Sunday (after first 3 on Sat)						7	10								17	\$773.50	\$859.86	\$1,019.66	\$1,177.12	\$1,221.66	442	\$20,111.00	\$22,356.36	\$26,511.16	\$30,605.24	\$31,763.28
Public Holidays (all hours)															0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	137.5	\$7,821.00	\$8,694.13	\$10,309.75	\$11,901.08	\$12,351.39
OT Monday - Sunday	2.5	2.5	2.5	2.5	2.5	2.5	2.5								17.5 PER CYCLE:	\$796.25 \$2.809.64	\$885.15 \$3.123.33	\$1,049.65 \$3,703.78	\$1,211.75 \$4,275.67	\$1,257.60 \$4,437.45	427.5 PER ANNUM:	\$19,451.25 \$77 117 89	\$21,622.95 \$85,727.86		\$29,601.23 \$117,356.04	\$30,721.28 \$121,796.61

		ROSTER 1: COMP	ARISON 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)	Level 4	\$102,634.68	\$110,313.00	\$7,678.32
	Maintenance Technician 1 – LV Maintenance & Repair, All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$118,331.04	\$129,780.00	\$11,448.96
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$122,771.61	\$138,978.00	\$16,206.39
	Apprentice Year 1	Entry Level*	\$78,092.89	\$83,452.00	\$5,359.11
	Apprentice Year 2	Entry Level*	\$86,702.86	\$92,260.00	\$5,557.15
	Apprentice Year 3	Entry Level*	\$86,702.86	\$92,260.00	\$5,557.15
VA	Apprentice Year 4	Entry Level*	\$86,702.86	\$92,260.00	\$5,557.15
	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Level 4	\$103,388.68	\$108,559.00	\$5,170.32
	Maintenance Technician 1 – LV Maintenance & Repair, All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$119,085.04	\$125,040.00	\$5,954.96
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$123,525.61	\$129,702.00	\$6,176.39
	Apprentice Year 1	Entry Level*	\$78,846.89	\$83,452.00	\$4,605.11
	Apprentice Year 2	Entry Level*	\$87,456.86	\$92,260.00	\$4,803.15
	Apprentice Year 3	Entry Level*	\$87,456.86	\$92,260.00	\$4,803.15
SA	Apprentice Year 4	Entry Level*	\$87,456.86	\$92,260.00	\$4,803.15

 PER CYCLE:
 \$2,809.64
 \$3,123.33
 \$3,703.78
 \$4,275.67
 \$4,437.45
 PER ANNUM:
 \$77,117.89

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

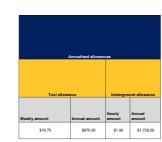


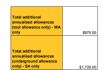
Total additional annualised allowances (tool allowance only) - WA only	\$975.00
Total additional annualised allowances (underground allowance only) - SA only	\$1,729.00

MI Award Salary Comparison

																	ROSTER 2:	DAYS ON / 7 DAYS	OFF / 7 NIGHTS ON / 7 DAY	rs off																			
			WEE	K 1 (DAY ON)						WEEK 2 (DAY OFF)							WEEK 3 (NIG	IT ON)					WEER	4 (DAY OFF)					то	AL PER CYCLI				PER ANNUI	M (ASSUMING 11	PUBLIC HOLIF	DAYS WORK	KED)
	onday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday		Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday 1	TOTAL URS PER	80% of Entry Le	vel Level 4	Level	Level 7	TOTAL HOURS PER	80% of Level		Level 4		
6:00ar	- 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30om	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	OFF	6:00pm - 6:30am	6:00pm - 6:30s	m 6:00pm - 6:30a	m 6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00om - 6:30am	OFF	OFF	OFF	OFF	OFF	OFF	OFF (CYCLE	80% of Entry Le Level 3 Paymen	t Paymer	Paymen	t Payment	ANNUM*	3 Er	ntry Level Payme	t Payment	Level 6 P	Payment
_	10	10	10	10	10											_	_			_									50 3	\$1,137.50 \$1,26	.50 \$1,499.5	3 \$1,731.0	0 \$1,796.50	595	\$13,536.25	\$15,047.	5 \$17,844.05	\$20,59	598.90
															10	10	10	10	6		4								50 5	\$1,308.00 \$1.45	s.90 \$1,724.	5 \$1,990.7	3 \$2,066.05	595	\$15,565.20	\$17,301.	44 \$20,517.42	2 \$23,6	L689.64
						3													3										6	\$204.78 \$22	7.64 \$269.9	\$ \$311.5	\$323.38	78	\$2,662.14	\$2,959.	32 \$3,509.22	2 \$4,01	,050.69
						7	10												1	10	6								34 5	\$1,547.00 \$1,71	9.72 \$2,039.i	s2 \$2,354.º	5 \$2,443.33	442	\$20,111.00	\$22,356.	36 \$26,511.16	6 \$30,£	1,605.24
																														\$0.00									
																														\$0.00 \$	1.00 \$0.00	\$0.00	\$0.00	137.5	\$7,821.00	\$8,094.	13 \$10,309.75	\$11,90	901.08
	2.5	25	25	25	2.5	25	25								2.5	25	25	25	25	25	25								35	\$1,592.50 \$1,770	2000	10 \$2,423	\$2,515.10	427.5	\$19.451.25	\$21,622	95 \$25,641.45	5 520 6	801 23

		ROSTER 2: COMP	ARISON OF AWARD v EA		
	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)	Lavel 4	\$105,308.05	\$113,622.39	\$8,314.34
	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Lavel 6	\$121,421.77	\$133,673.40	\$12,251.63
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$125,979.26	\$143,147.34	\$17,168.08
	Apprentice Year 1	Entry Level*	\$80,121.84	\$85,955.56	\$5,833.72
	Apprentice Year 2	Entry Level*	\$88,956.75	\$95,027.80	\$6,071.05
	Apprentice Year 3	Entry Level*	\$88,956.75	\$95,027.80	\$6,071.05
WA	Apprentice Year 4	Entry Level*	\$88,956.75	\$95,027.80	\$6,071.05
WA.	Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Level 4	\$106,062.05	\$111,815.77	\$5,753.72
	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$122,175.77	\$128,791.20	\$6,615.43
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$126,733.26	\$133,593.06	\$6,859.80
	Apprentice Year 1	Entry Level*	\$80,875.84	\$85,955.56	\$5,079.72
	Apprentice Year 2	Entry Level*	\$89,710.75	\$95,027.80	\$5,317.05
	Apprentice Year 3	Entry Level*	\$89,710.75	\$95,027.80	\$5,317.05
SA	Apprentice Year 4	Entry Level*	\$89,710.75	\$95,027.80	\$5,317.05

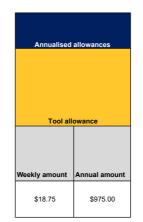




MI Award Salary Comparison

									ROST	ER 3: 4 DAYS ON / 3 DAYS												
		T		WEEK 1						WE	EK 2					TOTAL PER	CYCLE		PER ANNUM	(ASSUMING 11 PUE	LIC HOLIDAYS WOR	(KED)
Day	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday								1
Day Hours of	0.00 0.00	0.00 0.00	0.00 0.00	0.00	OFF	OFF	OFF	6:00am - 6:30pm	0.00	0.00	0.00	OFF	055	OFF	TOTAL HOURS PER			Level 7	TOTAL HOURS PER ANNUM*		1 1 0 B	
Work	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	UFF	OFF	UFF	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	CYCLE	Level 4 Payment	Level 6 Payment	Payment	ANNUM [*]	Level 4 Payment	Level 6 Payment	Level 7 Payment
Ordinary Hours (day)																						
	9.5	9.5	9.5	9.5				9.5	9.5	9.5	9.5				76	\$2,279.24	\$2,631.12	\$2,730.68	1866	\$55,961.34	\$64,600.92	\$67,045.38
Ordinary Hours (afternoon & nights)																\$0.00	20.00	\$0.00		60.00	20.00	***
															0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
Saturday (first 3)															0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
Saturday & Sunday (after first 3 on Sat)															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	\$10,309.75	\$11,901.08	\$12,351.39
OT Monday - Sunday															24	24 420 50	*4.004.00	64 704 70	500.5	****	044 000 00	
	3	3	3	3				3	3	3	3				PER CYCLE	\$1,439.52 \$3,718.76	\$1,661.82 \$4,292.94	\$1,724.70	596.5 PER ANNUM:	\$35,778.07 \$102.049.16	\$41,303.23 \$117.805.23	\$42,866.06 \$122,262.83

		ROSTER 3: COMP	ARISON 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)	Level 4	\$103,024.16	\$110,313.00	\$7,288.84
	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$118,780.23	\$129,780.00	\$10,999.77
W	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$123,237.83	\$138,978.00	\$15,740.17



Total additional annualised allowances

 PER CYCLE
 \$3,718.76
 \$4,292.94
 \$4,455.38
 PER ANNUM:
 \$102,049.16

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

MI Award Salary Comparison

															ROSTER 4: 81	DAYS ON / 6 DAY	S OFF / 7 NIGHTS	ON / 7 DAYS OFF																	
				WEEK 1						WEE	K 2							WEEK :							WEEK 4					TOTAL PE	ER CYCLE		PER ANN	IUM (ASSUMIN	3 11 PUBLIC HOLID
ay	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	Sunday							
ours of ork rdinary	6:00am - 6:30pm	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	6:00pm - 6:30am	6:00pm - 6:30aı	n 6:00pm - 6:30an	n 6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30an	6:00pm - 6:30am	OFF	OFF	OFF	OFF	OFF	OFF	OFF	1 1	1 1	I	l			Level 6 L Payment Pa						
ours (dav)	10	10	10	10	10			10																					60	\$1,799.40	\$2,077.20	\$2,155.80	725	\$21,742.75	\$25,099.50 \$26
ours (dav) rdinary ours fternoon & ohts) aturday rst 3) aturday &															10	10	10	10	6		4								50	\$1,724.15	\$1,990.73	\$2,066.05	595	\$20,517.42	\$23,689.64 \$24
aturday																																			
st 3)						3						_					_		3	_		_				_			6	\$269.94	\$311.59	\$323.38	78	\$3,509.22	\$4,050.69 \$4
inday fter first 3 in Sat) iblic bildays (all burs)						7	10												1	10	6								34	\$2,039.32	\$2,354.25	\$2,443.33	442	\$26,511.16	\$30,605.24 \$31
iblic olidays (all ours)																													0	\$0.00	\$0.00	\$0.00			\$11,901.08 \$12
Monday -	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5							2.5	2.5	2.5	2.5	2.5	2.5	2.5								37.5	\$2,249,25	\$2.596.60	\$2.694.85	460	\$27.590.80	\$31,851.61 \$33 \$127,197.76 \$13

	ROSTER 4: COMP	ARISON OF AWARD v EA		
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)	Level 4	\$111,156.10	\$117,324.21	\$6,168.11
Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$128,172.76	\$137,564.74	\$9,391.98
Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$132,985.70	\$143,147.34	\$10,161.64

amount
\$975.00

Total additional \$975.00 annualised

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

MI Award Salary Comparison

									ROST	ER 5: 8 DAYS ON, 6 DAYS	OFF (DAYS ONLY)											
				WEEK 1							EK 2					TOTAL PER	CYCLE		PER ANNUM	(ASSUMING 11 PUE	SLIC HOLIDAYS WOR	(KED)
Day Hours of	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday								
															TOTAL HOURS PER			Level 7	TOTAL HOURS PER			
Work Ordinary	6:00am - 6:30pm	OFF	OFF	OFF	OFF	OFF	OFF	CYCLE	Level 4 Payment	Level 6 Payment	Payment	ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment							
Ordinary																						1
Hours (day) Ordinary	10	10	10	10	10			10							60	\$1,799.40	\$2,077	\$2,156	1450	\$43,486	\$50,199	\$52,099
Ordinary																						1
Hours																						1
(afternoon &					1										1							
nights) Saturday															0	\$0.00	\$0	\$0	0	\$0	\$0	\$0
Saturday																						1
(first 3) Saturday &						3									3	\$134.97	\$156	\$162	78	\$3,509	\$4,051	\$4,204
																						1
Sunday (after first 3																						1
(after first 3					1										1							
on Sat) Public						7	10								17	\$1,019.66	\$1,177	\$1,222	442	\$26,511	\$30,605	\$31,763
Public																						1
Holidays (all																						1
hours) OT Monday -															0	\$0.00	\$0	\$0	137.5	\$10,310	\$11,901	\$12,351
OT Monday -																						1
Sunday	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5							20	\$1,199.60	\$1,385	\$1,437	492.5	\$29,540	\$34,102	\$35,392
															PER CYCLE	\$4,154	\$4,795	\$4,976	PER ANNUM:	\$113,356	\$130,858	\$135,809

		ROSTER 5: COMP	ARISON 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)	Level 4	\$114,330.78	\$121,944.00	\$7,613.22
	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter		\$131,833.01	\$140,178.00	\$8,344.99
WA	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$136,784.48	\$145,470.00	\$8,685.52

Appus	lised allowances
Annua	lised allowances
То	ool allowance
Weekly amount	Annual amount
mount	, amadi amodin
\$18.75	\$975.00

Total additional \$975.00 annualised allowances

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

MI Award Salary Comparison

ROSTER 6: 14	DAYS ON / 7 DAYS OFF																					
				WEEK 1						WE	EK 2					TOTAL PER	CYCLE		PER ANNUM	(ASSUMING 11 PUE	BLIC HOLIDAYS WOR	(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	6:00am - 6:30pm	6:00am - 6:30pm	6:00am 6:20nm	6:00am 6:20am	6:00am 6:20am	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	TOTAL HOURS PER CYCLE		Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Lovel 7 Bayment
WOLK	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	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:00am - 6:30pm	6:30pm	6:30pm	6:30pm	CTOLE	Level 4 Payment	Level 6 Payment	Payment	ANNUM	Level 4 Payment	Level 6 Payment	Level / Payment
Ordinary																						
Hours (day)																						
induit (day)																						
	8.14	8.14	8.14	8.14	8.14			8.14	8.14	8.14	8.14	8.14			81.43	\$2,442,19	\$2,819.22	\$2,925.90	1301.51	\$39,032.32	\$45,058.31	\$46,763.29
Ordinary			• • • • • • • • • • • • • • • • • • • •		-			• • • • • • • • • • • • • • • • • • • •			-	-				42,772	42,010.2	42,020.00		700,002.02	¥10,000.01	7.0,.00.00
Hours																						
(afternoon &																						
nights)		-													0.00	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$0.00
Saturday						3.00							3.00		6.00	\$269.94	\$311.59	\$323.38	104.00	\$4,678.96	\$5,400.93	\$5,605.29
(first 3) Saturday &						0.00							0.00		0.00	Ψ203.54	ψ011.00	Ψ020.00	104.00	ψ4,070.00	\$0,400.00	ψ0,000.20
Sunday (after first 3																						
on Sat) Public						5.14	8.14						5.14	8.14	26.57	\$1,593.87	\$1,840.01	\$1,909.63	460.60	\$27,627.05	\$31,893.46	\$33,100.25
Public																						ļ
Holidays (all															0.00	\$0.00	\$0.00	\$0.00	137.50	\$10,309.75	\$11,901.08	\$12,351.39
hours) OT Monday -														+	0.00	φ0.00	φυ.00	φυ.00	137.30	ψ10,309.73	ψ11,001.00	Ψ12,001.09
Sunday	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	4.36	60.99	\$3,658.38	\$4,223.34	\$4,383.14	1029.72	\$61,762.47	\$71,300.37	\$73,998.23
		•	•	•	•	•					•	•	•	•	PER CYCLE:	\$7,964.37	\$9,194.16	\$9.542.05	PER ANNUM:	\$143,410.55		\$171,818.45

		ROSTER 6: COMP.	ARISON 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)	Level 4	\$144,385.55	\$151,605.00	\$7,219.45
WA	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$166,529.15	\$174,856.00	\$8,326.85
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$172,793.45	\$181,434.00	\$8,640.55

Annua	lised allowances
To	ool allowance
Weekly amount	Annual amount
\$18.75	\$975.00



PER CYCLE: \$7,964.37 \$9,194.16 \$9,542.05 | PER ANNUM: \$143.54 Assumes reduction of 110 hours of ordinary hours and 27.5 hours of OT to account for 11 public holidays (137.5 hours).

MI Award Salary Comparison

									ROSTER 7	: 14 DAYS ON / 14 DAYS	OFF .											
				WEEK 1							EK 2					TOTAL PER	CYCLE		PER ANNUM (ASSUMING 11 PUE	LIC HOLIDAYS WOR	(KED)
Day Hours of	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday								
Hours of												6:00am -	6:00am -	6:00am -	TOTAL HOURS PER			Level 7	TOTAL HOURS PER			4
Work	6:00am - 6:30pm	6:00am - 6:30pm	6:30pm	6:30pm	6:30pm	CYCLE	Level 4 Payment	Level 6 Payment	Payment	ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment									
Ordinary																						
Hours (day)	10	10	10	10	10			10	10	10	10	10			100	\$2,999.00	\$3,462.00	\$3,593.00	1190.00	\$35,688.10	\$41,197.80	\$42,756.70
Hours (day) Ordinary																						
Hours																						
(afternoon &																						
															0	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$0.00
nights) Saturday																						
(first 3)						3							3		6	\$269.94	\$311.59	\$323.38	78.00	\$3,509.22	\$4,050.69	\$4,203.96
(first 3) Saturday &																						
Sunday					1										1							
(after first 3																						
on Sat)						7	10						7	10	34	\$2,039.32	\$2,354.25	\$2,443.33	442.00	\$26,511.16	\$30,605.24	\$31,763.28
Public																						
Holidays (all				1																		1
															0	\$0.00	\$0.00	\$0.00	137.50	\$10,309.75	\$11,901.08	\$12,351.39
hours) OT Monday -																						
Sunday	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	35	\$2,099.30	\$2,423.49	\$2,515.19	427.50	\$25,641.45	\$29,601.23	\$30,721.28
		•	•		•	•					•			•	PER CYCLE:	\$7,407,56	\$8,551.33	\$8.874.90	PER ANNUM:	\$101,659,68		

ROSTER 7: 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, Service Support Technician and other non- trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance)	Level 4	\$102,634.68	\$110,313.00	\$7,678.32			
WA	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter		\$118,331.04	\$129,780.00	\$11,448.96			
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$122,771.61	\$138,978.00	\$16,206.39			

Annualised	allowances
Tool all	owance
Wookly amount	Annual amount
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional \$975.0 annualised allowances

PER CYCLE: \$7,407.56 \$8,551.33 \$8,874.90 PER ANNUM: \$101,6 * Assumes reduction of 110 hours of ordinary hours and 27.5 hours of OT to account for 11 public holidays (137.5 hours).

MI Award Salary Comparison

	ROSTER 8: 7 DAYS ON / 7 NIGHTS ON / 14 DAYS OFF																					
				WEEK 1							EK 2				TOTAL PER CYCLE				PER ANNUM (ASSUMING 11 PUBLIC HOLIDAYS WORKED)			
Day Hours of	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday								
												6:00pm -		6:00pm -	TOTAL HOURS PER			Level 7	TOTAL HOURS PER			4
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	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:30am	6:30am	6:30am	CYCLE	Level 4 Payment	Level 6 Payment	Payment	ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment
Ordinary																						
Hours (day) Ordinary	10	10	10	10	10										50	\$1,499.50	\$1,731.00	\$1,796.50	540.00	\$16,194.60	\$18,694.80	\$19,402.20
Hours																						
(afternoon &																						
nights) Saturday								10	10	10	10	6		4	50	\$1,724.15	\$1,990.73	\$2,066.05	650.00	\$22,413.98	\$25,879.43	\$26,858.66
(first 3) Saturday &						3						3			6	\$269.94	\$311.59	\$323.38	78.00	\$3,509.22	\$4,050.69	\$4,203.96
Sunday (after first 3															1							
on Sat) Public						7	10					1	10	6	34	\$2,039.32	\$2,354.25	\$2,443.33	442.00	\$26,511.16	\$30,605.24	\$31,763.28
Holidays (all		1																				
hours)															0	\$0.00	\$0.00	\$0.00	137.50	\$10,309.75	\$11,901.08	\$12,351.39
OT Monday -																						
Sunday	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	35	\$2,099.30	\$2,423.49	\$2,515.19	427.50	\$25,641.45	\$29,601.23	\$30,721.28
															PER CYCLE:	\$7,632.21	\$8,811.06	\$9.144.45	PER ANNUM:	\$104,580.16	\$120,732.47	\$125,300.77

		ROSTER 8: COMP.	ARISON OF AWARD v EA				
	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)	Level 4	\$105,555.16	\$113,622.39	\$8,067.23		
	Maintenance Technician 1 – LV Maintenance & Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter	Level 6	\$121,707.47	\$133,673.40	\$11,965.93		
WA	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$126,275.77	\$143,147.34	\$16,871.57		

Annua	lised allowances
То	pol allowance
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional \$975.00 annualised allowances

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