

# 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 Western Australia 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)	\$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 Western Australia 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
(12.5 hour shifts)									

TABLE 2: Full-time Western Australia 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)	\$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-time South Australia 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)	\$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 South Australia 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)	\$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	\$92,260.00	\$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	\$95,027.80	\$89,710.75	\$5,317.05

MI Award Salary Comparison

BHP Internal

AWARD RATES USED IN CALCULATIONS																			
Award Mapping					Award Entitlements									Loaded Award Rates (including industry allowance for all and licence allowoance for level 6 and 7)^					
	Classification in EA	Classification in Award	Award Base Rate of Pay		Rate Multipliers for penalties and overtime^		All purpose allowances							80% of Level 3	Entry Level	Level 4	Level 6	Level 7	
WA	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)	100%	Industry allowance	\$38.20	Per week	\$1.01	Per hour		Ordinary Hours (day)	\$22.75	\$25.29	\$29.99	\$34.62	\$35.93	
	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)	115%	Licence allowance - electricians	\$46.97	Per week	\$1.24	Per hour		Ordinary Hours (afternoon and rotating night)	\$26.16	\$29.08	\$34.48	\$39.81	\$41.32	
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$33.69		Saturday (first 3 hours)	150%							Saturday (first 3 hours)	\$34.13	\$37.94	\$44.99	\$51.93	\$53.90	
	Apprentice Year 1	80% of Level 3	\$21.74		Saturday & Sunday (after first 3 hours on Sat)	200%							Saturday & Sunday (after first 3 hours on Sat)	\$45.50	\$50.58	\$59.98	\$69.24	\$71.86	
	Apprentice Year 2	Entry Level*	\$24.28		Public Holidays (all hours)	250%							Public Holidays (all hours)	\$56.88	\$63.23	\$74.98	\$86.55	\$89.83	
	Apprentice Year 3	Entry Level*	\$24.28		OT Monday - Sunday (continuous shiftworkers)	200%							OT Monday - Sunday (continuous shiftworkers)	\$45.50	\$50.58	\$59.98	\$69.24	\$71.86	
	Apprentice Year 4	Entry Level*	\$24.28																
SA	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																
	Apprentice Year 1	Entry Level*	\$21.74																
	Apprentice Year 2	Entry Level*	\$24.28																
	Apprentice Year 3	Entry Level*	\$24.28																
	Apprentice Year 4	Entry Level*	\$24.28																

\*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

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

MI 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 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	Level 7 Payment
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	\$1,137.50	\$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	\$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	\$796.25	\$885.15	\$1,049.65	\$1,211.75	\$1,257.60	427.5	\$19,451.25	\$21,622.95	\$25,641.45	\$29,601.23	\$30,721.28
															PER CYCLE:	\$2,809.64	\$3,123.33	\$3,703.78	\$4,275.67	\$4,437.45	PER ANNUM:	\$77,117.89	\$85,727.86	\$101,659.68	\$117,356.04	\$121,796.61

\* 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
WA	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
	Apprentice Year 4	Entry Level*	\$86,702.86	\$92,260.00	\$5,557.15
SA	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
	Apprentice Year 4	Entry Level*	\$87,456.86	\$92,260.00	\$4,803.15

Annualised allowances			
Tool allowance		Underground allowance	
Weekly amount	Annual amount	Hourly amount	Annual amount
\$18.75	\$975.00	\$1.90	\$1,729.00

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

BHP Internal

ROSTER 2: 7 DAYS ON / 7 DAYS OFF / 7 NIGHTS ON / 7 DAYS OFF																																													
WEEK 1 (DAY ON)								WEEK 2 (DAY OFF)								WEEK 3 (NIGHT ON)								WEEK 4 (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	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	Level 7 Payment					
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	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)																													80	\$1,137.50	\$1,264.50	\$1,499.50	\$1,731.00	\$1,796.50	996	\$13,536.25	\$15,047.55	\$17,844.05	\$20,598.90	\$21,379.35					
Ordinary Hours (afternoon & night)	10	10	10	10	10										10	10	10	10	6			4							80	\$1,308.00	\$1,453.90	\$1,724.15	\$1,990.73	\$2,066.05	996	\$15,565.20	\$17,301.44	\$20,517.42	\$23,689.64	\$24,586.00					
Saturday (first 3)						3													3										6	\$204.78	\$227.64	\$269.94	\$311.59	\$323.38	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												1	10	6								34	\$1,547.00	\$1,719.72	\$2,039.32	\$2,354.25	\$2,443.33	442	\$20,111.00	\$22,356.38	\$26,511.18	\$30,655.24	\$31,763.28					
Public Holidays (all hours)																													0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	137.5	\$7,821.00	\$8,684.13	\$10,309.75	\$11,801.08	\$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								36	\$1,692.50	\$1,770.30	\$2,099.30	\$2,423.49	\$2,515.19	427.5	\$19,451.25	\$21,622.95	\$25,641.45	\$29,601.23	\$30,721.28					
															PER CYCLE:															PER ANNUM:															
															\$5,789.78															\$73,146.84															
															\$6,436.06															\$81,981.75															
															\$7,532.21															\$94,446.77															
															\$8,144.45															\$102,004.26															



MI Award Salary Comparison

BHP Internal

ROSTER 3: 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 HOURS PER CYCLE	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment
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)	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	\$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	3	3	3	3				3	3	3	3				24	\$1,439.52	\$1,661.82	\$1,724.70	596.5	\$35,778.07	\$41,303.23	\$42,866.06
															PER CYCLE	\$3,718.76	\$4,292.94	\$4,455.38	PER ANNUM:	\$102,049.16	\$117,805.23	\$122,262.83

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

ROSTER 3: COMPARISON OF AWARD v EA					
	Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary	\$ Difference
WA	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
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$123,237.83	\$138,978.00	\$15,740.17

Annualised allowances	
Tool allowance	
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional annualised allowances	\$975.00
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MI Award Salary Comparison

BHP Internal

ROSTER 4: 8 DAYS ON / 6 DAYS OFF / 7 NIGHTS ON / 7 DAYS OFF																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
WEEK 1								WEEK 2								WEEK 3								WEEK 4									TOTAL PER CYCLE				PER ANNUM (ASSUMING 11 PUBLIC HOLIDAYS)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Day	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	TOTAL HOURS PER CYCLE	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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	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	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 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6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm

ROSTER 4: COMPARISON 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
WA	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 - Type Filter	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

Annualised allowances	
Tool allowance	
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional annualised allowances	\$975.00
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\* 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

BHP Internal

ROSTER 6: 14 DAYS ON / 7 DAYS OFF																						
	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 HOURS PER CYCLE	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment
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	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								
Ordinary Hours (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 Hours (afternoon & nights)															0.00	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$0.00
Saturday (first 3)						3.00							3.00		6.00	\$269.94	\$311.59	\$323.38	104.00	\$4,678.96	\$5,400.93	\$5,605.29
Saturday & Sunday (after first 3 on Sat)						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 Holidays (all hours)															0.00	\$0.00	\$0.00	\$0.00	137.50	\$10,309.75	\$11,901.08	\$12,351.39
OT Monday - 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	\$165,554.15	\$171,818.45

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

ROSTER 6: COMPARISON OF AWARD v EA					
	Classification in EA	Classification in Award	Company's calculation of Award Annual Pay	EA Minimum Annual Salary	\$ Difference
WA	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
	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

Annualised allowances	
Tool allowance	
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional annualised allowances	\$975.00
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MI Award Salary Comparison

BHP Internal

ROSTER 7: 14 DAYS ON / 14 DAYS OFF																						
	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 HOURS PER CYCLE	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment
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	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								
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
Ordinary Hours (afternoon & nights)															0	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	\$0.00
Saturday (first 3)						3							3		6	\$269.94	\$311.59	\$323.38	78.00	\$3,509.22	\$4,050.69	\$4,203.96
Saturday & Sunday (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 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:	\$7,407.56	\$8,551.33	\$8,874.90	PER ANNUM:	\$101,659.68	\$117,356.04	\$121,796.61

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

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
WA	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

Annualised allowances	
Tool allowance	
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional annualised allowances	\$975.00
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MI Award Salary Comparison

BHP Internal

ROSTER 8: 7 DAYS ON / 7 NIGHTS ON / 14 DAYS OFF																						
	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 HOURS PER CYCLE	Level 4 Payment	Level 6 Payment	Level 7 Payment	TOTAL HOURS PER ANNUM*	Level 4 Payment	Level 6 Payment	Level 7 Payment
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	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am	6:00pm - 6:30am								
Ordinary Hours (day)	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
Ordinary Hours (afternoon & nights)								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
Saturday (first 3)						3						3			6	\$269.94	\$311.59	\$323.38	78.00	\$3,509.22	\$4,050.69	\$4,203.96
Saturday & Sunday (after first 3 on Sat)						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
Public Holidays (all 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

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

ROSTER 8: COMPARISON 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
WA	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
	Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)	Level 7	\$126,275.77	\$143,147.34	\$16,871.57

Annualised allowances	
Tool allowance	
Weekly amount	Annual amount
\$18.75	\$975.00

Total additional annualised allowances	\$975.00
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