

## **OPERATIONS SERVICES MAINTENANCE AGREEMENT**

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## 1. TITLE

This agreement will be known as the *Operations Services Maintenance Agreement* ("**Agreement**").

## 2. COVERAGE

2.1 This Agreement shall cover:

- (a) OS ACPM Pty Ltd (ACN 623 848 895) ("**the Company**").
- (b) Employees of the Company employed in the classifications set out in Appendix 1 of this Agreement who undertake maintenance activities on a mining operation ("**Employees**"). "Mining operation" in this clause includes Port operations in Western Australia which service mining operations.
- (c) Any union covered by this agreement pursuant to section 183 of the Fair Work Act 2009 (Cth) ("**FW Act**").

## 3. RELATIONSHIP WITH OTHER INSTRUMENTS AND THE NATIONAL EMPLOYMENT STANDARDS

- 3.1 Subject to clauses 14, 16, 17 and 27 of this Agreement, it does not incorporate the Company's policies or procedures (notwithstanding any references to any policies or procedures in this Agreement).
- 3.2 While this Agreement operates in relation to an Employee, no other industrial instrument shall have effect in relation to the Employee.
- 3.3 The National Employment Standards ("**NES**") apply to all Employees as a minimum standard. Where there is an inconsistency between the NES and a clause of this Agreement, the NES will apply and the clause of this Agreement will not apply, except to the extent that the clause of the Agreement provides for a more beneficial outcome for Employees than the NES.

## 4. TERM OF AGREEMENT

- 4.1 This Agreement will commence operation seven days after the Agreement is approved by the Fair Work Commission ("**FWC**").
- 4.2 The term of the Agreement ends on the nominal expiry date of the Agreement, which will be four years after the date on which the FWC approves the Agreement.
- 4.3 The Agreement will continue to operate past the term of the Agreement until terminated, or replaced by another agreement.

## 5. TYPE OF EMPLOYMENT

- 5.1 Employees may be engaged under this Agreement as Full Time Employees or Part Time Employees.
- 5.2 A Full Time Employee is an Employee who is employed to work ordinary hours of work as follows:

- (a) in the case of an Employee to whom the *Black Coal Mining Industry Award 2020* would have applied but for the operation of this Agreement—an average of 35 ordinary hours per week, averaged over their roster cycle; or
- (b) in the case of any other Employee—an average of 38 ordinary hours per week, averaged over a six month period.

5.3 A Part Time Employee is an Employee who:

- (a) is employed to work less than the following number of ordinary hours per week:
  - (i) in the case of an Employee to whom the *Black Coal Mining Industry Award 2020* would have applied but for the operation of this Agreement— an average of 35 ordinary hours per week, averaged over their roster cycle; or
  - (ii) in the case of any other Employee—an average of 38 ordinary hours per week, averaged over a six month period;
- (b) has reasonably predictable hours of work; and
- (c) receives, on a pro rata basis, equivalent pay and conditions to those of Full Time Employees who do the same kind of work as provided for in Appendix 1.

5.4 Each Part Time Employee's rostered hours of work, including the days when they will work, location and their starting and finishing times will be as agreed in writing between the Company and the Part Time Employee from time to time.

5.5 All time worked in excess of an Employee's rostered hours will be un- rostered overtime and paid for at the rates prescribed in clause 7.11.

5.6 Employees may be engaged for a fixed term or specified task. Such Employees are not entitled to notice of termination or redundancy pay on expiry of the fixed term or completion of the specified task, unless required by the FW Act.

## 6. DUTIES

6.1 Employees are required to undertake all duties as reasonably directed by the Company that are within their skill and competence and, where required by law, authorised, and in accordance with safe working practices.

6.2 Employees will undertake training aimed at maintaining, enhancing or broadening their work skills and work performance as required by the Company and will teach work skills to others as required.

6.3 Notwithstanding anything to the contrary in a contract of employment, all Employees covered by this Agreement are employed to work at deployments within a hub as directed by the Company from time to time. The relevant hubs are:

- (a) Queensland Hub which includes all mining operations in Queensland at which the Company provides services now or in the future;

- (b) Western Australia Hub which includes all mining operations in Western Australia at which the Company provides services now or in the future;
  - (c) South Australia Hub which includes all mining operations in South Australia at which the Company provides services now or in the future; and
  - (d) any other region the Company designates as a new hub in the future.
- 6.4 At least 28 days' notice, unless otherwise agreed between the Company and the Employee concerned, will be provided where an Employee is required by the Company to change deployment within their hub.
- 6.5 Transfer between hubs will be by agreement with the Employee.
- 6.6 **Classifications**
- (a) Employees will be placed in one of the following classifications:
    - (i) **Apprentices:** completing an apprenticeship in a trade qualification;
    - (ii) **Non trade qualified roles** being: roles that do not require a trade qualification other than employees employed as Service Person - Tyre Fitter, including:
      - (A) Service Person Maintenance,
      - (B) Maintenance Associate,
      - (C) Service Support Technician and
      - (D) other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile & Field Maintenance);
    - (iii) **Maintenance Technician 1 (trade qualified)** and Service Person - tyre fitters::
      - (A) Tradespersons employed to spend most of their time performing Light Vehicle Maintenance & Repairs;
      - (B) Tradespersons who have less than 2 years' experience in the trade qualification required for their role
      - (C) Non-trade qualified employees employed as Service Person - Tyre Fitter.
    - (iv) **Maintenance Technician 2 (trade qualified):** Tradespersons (other than those performing predominantly Light Vehicle Maintenance & Repairs) who have 2 or more years' experience in the trade qualification required for their role.
  - (b) Trade qualified experience includes experience in the trade qualification required for their role gained prior to employment with the Company.
- 6.7 An Employee's classification does not limit the duties that an Employee may be required to perform in accordance with clause 6.1.

## 7. REMUNERATION

- 7.1 Employees will be paid a minimum annual salary for their roster, hub and classification ("**Minimum Annual Salary**") in accordance with Appendix 1.
- 7.2 The Minimum Annual Salary includes compensation for:
- (a) all allowances unless otherwise prescribed by this Agreement, disabilities and skills; and
  - (b) 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 this Agreement did not apply). This includes compensation for working on rosters which cover weekends, public holidays, and day/afternoon/night shifts, except where expressly provided for in this Agreement.
- 7.3 The Minimum Annual Salary rates specified in this Agreement are minimum rates. Nothing in this Agreement prevents an Employee being paid more than the relevant Minimum Annual Salary under a contract of employment or at the Company's discretion.
- 7.4 While an Employee has a contractual annual salary under a contract of employment or at the Company's discretion that is higher than the Minimum Annual Salary at the relevant time for the Employee, the higher contractual annual salary will be applied for the purposes of calculating payments due under this Agreement where expressly stated in this agreement.
- 7.5 The commencement of this Agreement does not have the effect of reducing the contractual annual salary payable to any Employee under their contract of employment for their roster and in operation immediately prior to commencement of this Agreement.
- 7.6 During the life of this Agreement:
- (a) the Minimum Annual Salaries in Appendix 1 will increase by 4% on 1 September of the following years (payable from the first pay period on or after 1 September) and in line with the Company's annual reward review:
    - (i) 1 September 2025;
    - (ii) 1 September 2026;
    - (iii) 1 September 2027; and
    - (iv) 1 September 2028.
  - (b) if an Employee under their contract of employment is entitled to a contractual annual salary that is greater than the relevant Minimum Annual Salary for the Employee in Appendix 1, the Employee will still receive a 4% minimum increase on their contractual annual salary as at 1 September of the years in clause 7.6(a) (payable from the first pay period after 1 September);

- (c) an Employee's contractual annual salary will be at least equivalent to the Minimum Annual Salary rates set out in this Agreement;
- (d) an Employee's Minimum Annual Salary as set out in this Agreement will not be reduced, unless the Employee changes to a classification, roster or hub, with a different lower Minimum Annual Salary rate under this Agreement.

7.7 Employees may be provided with greater percentage increases at the Company's discretion.

**7.8 Remuneration for rosters introduced during the term of the Agreement**

- (a) If the Company introduces a full-time roster not included in Appendix 1, the full-time Minimum Annual Salary for each affected classification will be:
  - (i) not less than the Minimum Hourly Roster Rate for the following roster patterns multiplied by the total rostered annual hours of the new roster:

Employee type	Minimum Hourly Roster Rate for calculation of Minimum Annual Salary for new rosters
An Employee to whom the BCMI Award would have applied but for the operation of this Agreement	The Minimum Hourly Roster Rate in Appendix 1 for the Queensland Hub roster - 7 Days on, 7 Days off (12.5-hour shifts) by relevant classification and year
Any Employee to whom the Mining Industry Award would have applied but for the operation of this Agreement, except those in the South Australia Hub	The Minimum Hourly Roster Rate in Appendix 1 for the Western Australia Hub roster - 7 Days on, 7 Days off (12.5-hour shifts)- by relevant classification and year
Any Employee to whom the Mining Industry Award would have applied but for the operation of this Agreement and who is employed in the SA Hub	The Minimum Hourly Roster Rate in Appendix 1 for the South Australia hub - 7 Days on, 7 Days off (12.5-hour shifts) - by relevant classification and year

And

- (ii) at least 5% higher than the amount an employee would be entitled to receive for working on the new roster if the relevant modern award applied to that employee, being:
  - (A) in the case of an Employee to whom the BCMI Award would have applied but for the operation of this Agreement, the BCMI Award as at the date the definite decision to introduce the new roster is announced to Employees; and
  - (B) in the case of an Employee to whom the Mining Industry Award would have applied but for the operation of this Agreement, the Mining Industry Award as at the date the definite decision to introduce the new roster is announced to Employees.

- (iii) Once commenced, be subject to any applicable minimum salary increases set out in clause 7.6 of this Agreement.
- (b) The Minimum Hourly Roster Rate for any Minimum Annual Salary introduced in accordance with this clause will be calculated by dividing the Minimum Annual Salary by the total rostered hours for the relevant roster pattern.
- (c) A part-time employee will be paid on a pro rata basis in accordance with clause 5.3(c).
- (d) This subclause 7.8 does not apply to individual flexibility arrangements entered into under clause 23 of this Agreement.

## 7.9 Allowances

- (a) Allowances are provided for in the following sections of this Agreement:
  - (i) clause 7.10 (Night Shift Allowance);
  - (ii) clause 20 (Accommodation and Travel); and
  - (iii) Appendix 2 of this Agreement.
- (b) Separately payable allowances in Appendix 2 will increase in line with the salary increases set out in clause 7.6.

## 7.10 Night Shift Allowance

- (a) Night Shift Allowance is payable to an Employee while the Employee is working a roster that includes night shifts. A night shift is any shift that finishes after midnight and at or before 8 am.
- (b) Night Shift Allowance is calculated as 3% of Minimum Annual Salary and is paid in consideration of the demands of working night shift. Where an Employee is eligible, Night Shift Allowance is payable fortnightly, in equal instalments. Night Shift Allowance will be included in payments for the following entitlements under this Agreement
  - (i) accident pay (clause 7.19);
  - (ii) annual leave (including cashed out annual leave) (clause 11);
  - (iii) paid personal/carer's leave (clause 12);
  - (iv) paid compassionate leave (clause 13);
  - (v) paid parental leave, if an employee was entitled to night shift allowance immediately prior to commencing parental leave, including where an employee was entitled to night shift allowance immediately before being transferred to a 'safe job' or commencing 'no safe job leave' prior to commencing parental leave (clause 14);
  - (vi) long service leave (clause 15);



- (vii) paid leave to deal with family and domestic violence (clause 15);
  - (viii) paid community service leave (clause 16);
  - (ix) stand aside with pay (clause 21);
  - (x) leave to attend workplace delegate training (clause 24.8);
  - (xi) redundancy (clause 27);
  - (xii) payment in lieu of notice of termination of employment (clause 28).
- (c) If an Employee stops working night shift, the Night Shift Allowance will cease to be paid.
  - (d) Night Shift Allowance is calculated on a pro rata basis for Part Time Employees in accordance with clause 5.3(c).

#### **7.11 Un-rostered overtime**

- (a) Any un-rostered overtime worked by Employees will be paid at:
  - (i) other than on public holidays, at double the Minimum Hourly Roster Rate for each hour of un-rostered overtime; and
  - (ii) on public holidays, at triple the Minimum Hourly Roster Rate for each hour of un-rostered overtime.
- (b) Alternatively, an Employee and the Company may agree in writing to the Employee taking time off instead of being paid for a particular amount of un-rostered overtime that has been worked by the Employee.

7.12 Where un-rostered overtime work is necessary it must be arranged so that Employees have at least 10 consecutive hours' break between work on successive shifts.

7.13 In calculating overtime, each shift is to be treated separately.

#### **7.14 Call back**

- (a) An Employee who is recalled to work overtime after leaving the workplace (whether the Employee was notified before or after leaving the workplace) will be paid for at least four hours work at the rate under clause 7.11(a), for each time the Employee is recalled.
- (b) The provisions of sub-clause (a) do not apply in the following cases:
  - (i) where it is customary for an Employee to return to the workplace to perform a specific job outside of the Employee's ordinary working hours; or
  - (ii) where the overtime is continuous (subject to a reasonable meal break) with the end or start of ordinary working time.

- (c) Overtime worked on a call back of less than four hours will not be regarded as overtime for the purposes of a rest period if the actual time worked is less than four hours on any recall or on each of any recalls.
- 7.15 Where an Employee undertakes Company-approved training outside of the Employee's normal shift patterns, either:
  - (a) The Employee will be given time off in lieu for the period of the training delivery; or
  - (b) The Company may elect to make payment to the Employee in accordance with overtime rates for the period of the training delivery.
- 7.16 Minimum Annual Salary and Night Shift Allowance (when applicable) will be averaged over a year and paid fortnightly in arrears.
- 7.17 Payment will be by electronic funds transfer to a bank account in Australia nominated by the Employee.
- 7.18 Employees may be eligible to participate in the Company Incentive Program, as amended from time to time. The Company reserves the right in its sole discretion to cancel, replace, or make any variations to any such scheme at any time.
- 7.19 Without limiting clause 3.1, the Company has a policy that provides for accident pay and may be amended by the Company from time to time, provided that accident pay for any Employee will not be less than the Employee would receive if an accident pay clause in a modern award applied to that Employee, but for this Agreement. Night Shift Allowance is payable on accident pay, in accordance with clause 7.10 (if eligible).
- 7.20 **Electrical Licences**
  - (a) Where the Company requires an Employee to obtain or maintain a HV Switching or State Electrical Licence, the Company will reimburse the Employee for:
    - (i) the cost of the licence; and
    - (ii) the cost of any required training course that has been approved in advance by the Company.

## **8. SUPERANNUATION**

- 8.1 Employees are allowed a personal choice of complying superannuation fund, to receive superannuation contributions on their behalf. In the event the Employee does not elect a superannuation fund, superannuation will be paid to the Employee's stapled fund. If the Employee does not have a stapled fund, contributions are to be made by the Company to a default superannuation fund which offers a MySuper product. The Company reserves the right to change its default fund at any time.
- 8.2 The Company's contribution on behalf of Employees will be in accordance with the *Superannuation Guarantee (Administration) Act 1992*, as varied from time to time.

- 8.3 An Employee can request, and the Company may agree that the Employee will forgo part of their Minimum Annual Salary otherwise payable under this Agreement (or contractual annual salary if higher, in accordance with clause 7.4) in order to pay this amount into the Employee's nominated superannuation fund.
- 8.4 Employee Superannuation Co-Contribution is offered at the discretion of the Company to participating Employees, who have completed a written election application, on the following conditions:
- (a) Subject to subclause (c), The Company may, at its discretion, review, vary or cease the Employee Co-Contribution Policy at any time. This includes where there are changes in Australian Taxation Office practice, tax rulings, legislation, or legislative interpretation.
  - (b) The Employee may cease Employee Co-Contribution at any time by 30 days' notice and submitting a completed election form.
  - (c) The Company may cease Co-Contribution at any time by 30 days' notice.
  - (d) Company and Employee Co-Contributions will cease during periods of unpaid leave unless otherwise agreed by the Company.
  - (e) Company and Employee Co-Contributions are calculated in accordance with the Employee Co-Contribution Policy, as amended from time to time.
  - (f) All contributions will only be paid into one superannuation fund for each Employee. Contributions made to and earnings received from a superannuation fund must be preserved in the fund until the Employee reaches preservation age or meet any other legislative and fund criteria allowing the release of superannuation benefits.
  - (g) Company and Employee Co-Contributions will incur tax at the rate under the taxation legislation applicable at the time.

## **9. HOURS OF WORK**

- 9.1 An Employee's work will usually be completed in their rostered hours. Employees may be required to work reasonable un-rostered overtime.
- 9.2 A rostered shift includes shift handovers to be completed as directed at the start and end of the shift.
- 9.3 An Employee's rostered hours of work are inclusive of an Employee's ordinary hours and rostered overtime each week.
- 9.4 By working these hours, Employees are acknowledging that the requirement to work the rostered hours of work is reasonable having regard to, among other things, the operational requirements of the workplace and the roster arrangements. The Minimum Annual Salary is calculated on the basis that Employees will work these hours.
- 9.5 The Company shall determine each Employee's roster, including the days and hours of work, and starting and finishing times and places from time to time, and may

change any such rosters, days and hours of work or starting and finishing times and places, provided that:

- (a) an Employee shall not be rostered to work more than 12.5 hours in any one shift, and will have a minimum break of 10 consecutive hours between shifts;
- (b) the Company will provide an Employee with one week's notice of any change to an Employee's place on a roster, unless otherwise agreed with the Employee;
- (c) before implementing any change to ordinary starting and finishing times for an Employee's roster or a change to starting and finishing places on a site, the Company will provide at least 7 days' notice of the change, unless:
  - (i) the Company and the Employee otherwise agree;
  - (ii) there are operational requirements that require a shorter period of notice to be given; or
  - (iii) the Employee is moving permanently from a non-continuous day roster to a rotating continuous roster, in which case the reference to 7 days is to be taken as 14 days.
- (d) For the avoidance of doubt, clauses 10 to 15 of the model consultation term incorporated by clause 25 apply to a change to the regular roster or ordinary hours of work of Employees.

9.6 Employees are entitled to paid meal and rest breaks of 30 minutes for every 5 hours worked. The meal break and rest breaks shall be taken at times prescribed by the Company having regard to safety, operational and production requirements. Employees will not be required to work more than 5 hours without a meal and rest break. Reasonable time taken to travel to or from the area designated by the Company for crib will be counted as time worked and will not be counted as part of the paid meal break.

## **10. PUBLIC HOLIDAYS**

10.1 The following days are public holidays:

- (a) New Year's Day
- (b) Australia Day
- (c) Good Friday
- (d) Easter Saturday (for Employees rostered to work ordinary hours on that day), except in Western Australia
- (e) Easter Sunday
- (f) Easter Monday
- (g) Anzac Day

- (h) Sovereign's Birthday
  - (i) in Queensland only, Christmas Eve (from 6pm)
  - (j) in South Australia only, Christmas Eve (from 7pm)
  - (k) Christmas Day
  - (l) Boxing Day
  - (m) in South Australia only, New Years' Eve (from 7pm)
  - (n) any additional day observed by the local community and gazetted at the place of work as a holiday
  - (o) any day gazetted in addition or in lieu of one of these holidays.
- 10.2 The Company provides continuous maintenance services to mining operations, and continues work across rosters for 24/7, 365/6 days a year shift coverage. It rosters shifts for all Employees and continues operating throughout public holiday periods to support safe and productive continuity of operations.
- 10.3 The Company notifies Employees of their roster in advance, so Employees know:
- (a) the public holidays that fall within their rostered working time; and
  - (b) the two non-rostered public holidays each year that will not fall within their rostered working time. These days will be determined by the Employee's roster and are not required to be the same for any Employees.
- 10.4 The Minimum Annual Salary rates set out in Appendix 1 include compensation for 11 public holidays worked. If an Employee works more than 11 public holidays in a 12 month remuneration period (measured from 1 September – 31 August), the Employee will be paid at double the Minimum Hourly Roster Rate for all work performed on those additional public holiday(s).
- 10.5 Where an Employee is rostered to work one or more public holidays during the course of a year, the Company is requesting the Employee to work those days and the Company believes this is a reasonable request in light of its workplaces, its operational requirements, its business requirements, the work performed by Employees, and the remuneration structure.
- 10.6 The FW Act provides a right for an Employee to refuse the request, if having regard to section 114 of the NES:
- (a) the request by the Company is unreasonable; or
  - (b) a refusal by the Employee is reasonable.
- 10.7 If an Employee who is requested to work wishes to refuse that request to work, they should communicate this refusal and their reasons, in writing, to their Supervisor in accordance with the BHP Working Public Holidays Policy as amended from time to time. An employee can also raise a dispute in relation to working on a public holiday in accordance with clause 22 of this Agreement.

10.8 This sub-clause does not apply to an Employee on a period of pre-approved leave on the public holiday.

10.9 No separate payment will be made where a public holiday falls during a non-rostered day.

**10.10 Christmas Day and Boxing Day payment**

(a) Any employee who works the following shifts will be paid a fixed payment of \$750 (gross) per shift (**Xmas Payment**) worked in addition to their Minimum Annual Salary:

(i) Night shift commencing on 24 December;

(ii) Day shift commencing on 25 December

(iii) Night shift commencing on 25 December

(iv) Day shift commencing on 26 December

(b) The Xmas Payment amount may be increased during the life of the Agreement at the Company's discretion.

**11. ANNUAL LEAVE**

11.1 Annual leave entitlements will be provided for in accordance with the NES.

11.2 Employees are entitled to annual leave, in addition to the amount provided for in the NES, such that the Employee's total entitlement to annual leave pursuant to the NES and this Agreement for each year of service is a cumulative total of 5 weeks.

11.3 An Employee who:

(a) is a seven-day roster Employee (an Employee who over the roster cycle, may be rostered to work shifts on any of the seven days of the week); or

(b) works a roster which requires ordinary shifts on public holidays and not less than 272 ordinary hours per year on Sundays,

is a shiftworker for the purpose of the NES and entitled annually to an additional week of annual leave in addition to clause 11.2, being a cumulative total of 6 weeks.

11.4 Annual leave taken during employment or paid out on termination of employment is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on annual leave, in accordance with clause 7.10 (if eligible).

11.5 An Employee and the Company may agree for the Employee to "cash out" amounts of annual leave provided that:

(a) the cashing out would not result in the Employee's remaining accrued entitlement to paid annual leave being less than 4 weeks;

(b) each occasion of cashing out is by a separate agreement in writing between the Company and the Employee; and

- (c) cashed out annual leave is paid at the Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4) plus Night Shift Allowance (if eligible).
- 11.6 The Company may shut down all or part of its operation for a particular period (**Temporary Shutdown Period**) and require affected Employees to take leave during that period provided:
- (a) unless a shorter period is agreed, the Company must give the affected Employees 28 days' written notice (or as soon as reasonably practicable for any Employee who is engaged after the notice is given to other Employees);
  - (b) an affected Employee may elect to cover the temporary shutdown period by taking one, or a combination of two or more, of the following:
    - (i) paid annual leave if the Employee has accrued an entitlement to such leave;
    - (ii) leave without pay;
    - (iii) if agreed by the Company, annual leave in advance;
  - (c) if the Employee does not make an election, or leave in advance is not agreed, that covers the whole of the Temporary Shutdown Period, then the Company may reasonably direct the Employee in writing to take a period of paid annual leave to which the Employee has accrued an entitlement; and
  - (d) if a temporary shutdown period includes a day or part-day that is a public holiday and would have been a working day for the Employee had the Employee not been on leave in accordance with this sub-clause, the Employee is taken not to be on leave on that day or part-day.
  - (e) An employee can also raise a dispute in relation to rejection of a request to take annual leave in accordance with clause 22 of this Agreement.

## 12. PERSONAL/CARER'S LEAVE

- 12.1 Personal/carer's leave entitlement will be provided for in accordance with the NES and the relevant modern award, provided that:
- (a) Employees will be credited with their annual entitlement to personal/carer's leave under the NES and in accordance with the relevant modern award;
  - (b) personal/carer's leave accruals for any Employee will not be less than the Employee would have received under a clause in a modern award that would have applied to that Employee but for this Agreement;
  - (c) accrued but untaken personal/carer's leave will be paid out on termination of employment (except where the termination is a result of serious misconduct, or the Employee is within probation, or where personal/carer's leave transfers to a new employer) and is paid at the Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid personal/carer's leave paid out on termination of employment, in accordance with clause 7.10 (if eligible).

- 12.2 Personal/carer's leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid personal/carer's leave, in accordance with clause 7.10 (if eligible).

### **13. COMPASSIONATE LEAVE**

- 13.1 Compassionate leave entitlements will be provided for in accordance with the NES.
- 13.2 Paid compassionate leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid compassionate leave, in accordance with clause 7.10 (if eligible).

### **14. PARENTAL LEAVE**

- 14.1 Subject to clause 14.2, Employees are entitled to parental leave at least in accordance with the BHP Group Parental Leave Australia Policy, as amended from time to time.
- 14.2 The entitlements under clause 14.1 will not be less than:
- (a) the NES;
  - (b) for the term of this Agreement, the entitlements in the Policy as at commencement of the Agreement.
- 14.3 Paid parental leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid parental leave, in accordance with clause 7.10 (if eligible), if an employee was being paid night shift allowance immediately prior to commencing parental leave, including where an employee is transferred to a safe job or to 'no safe job' leave prior to commencing parental leave.

### **15. LONG SERVICE LEAVE**

- 15.1 Long service leave is in accordance with applicable legislation.
- 15.2 Long service leave accrues and must be taken subject to relevant legislation and the Company policies, as amended from time to time.
- 15.3 Long service leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4) in accordance with their normal pay periods. Night Shift Allowance is payable on long service leave, in accordance with clause 7.10.

### **16. COMMUNITY SERVICE LEAVE**

- 16.1 Subject to clause 16.2, community service leave entitlements are provided for in accordance with the BHP Group Public Service Leave - Australia Policy, as amended from time to time.
- 16.2 The entitlements under clause 16.1 will not be less than:



- (a) the NES;
  - (b) for the term of this Agreement, the entitlements in the Policy as at the commencement of this Agreement.
- 16.3 Paid community service leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid community service leave, in accordance with clause 7.10 (if eligible).

## **17. LEAVE TO DEAL WITH FAMILY AND DOMESTIC VIOLENCE**

- 17.1 Subject to clause 17.2, paid family and domestic violence leave is provided for in the BHP Group Family and Domestic Violence Support Policy, as amended from time to time.
- 17.2 The entitlements under clause 17.1 will not be less than:
  - (a) the NES;
  - (b) for the term of this Agreement, the entitlements in the Policy as at the commencement of this Agreement.
- 17.3 Paid family and domestic violence leave is paid at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on paid family and domestic violence leave, in accordance with clause 7.10 (if eligible).

## **18. LEAVE WITHOUT PAY**

- 18.1 An Employee who has exhausted all leave entitlements may make a written application for leave without pay stating the reasons, and the proposed commencement and completion dates. Leave without pay, and its duration, may be granted at the Company's sole discretion. Leave without pay under this clause does not count as service.

## **19. INCLEMENT WEATHER**

- 19.1 Arrangements in the event of severe wet weather or a cyclone are dealt with in the relevant Asset or site policy, as amended from time to time.
- 19.2 Where Employees cannot get to work due to severe wet weather or a cyclone, they are enabled to utilise accrued annual leave if they desire.

## **20. ACCOMMODATION AND TRAVEL**

- 20.1 For the term of this Agreement, the following arrangements will apply.
- 20.2 In this clause:
  - (a) **Local Area** means the area within a radius of the site at which an Employee is working from which it is reasonably practical to drive from the Employee's residence in and out of that site for each shift in accordance with any fatigue management plan requirements for the site;

- (b) **Local Employee** means any Employee who resides within the Local Area;
- (c) **Commute Employee** is an Employee who lives outside a radius of the site at which they are working and from which it is not reasonably practical to drive from the Employee's residence in and out of that site for each shift, but from which it is reasonably practical to drive in and out of that site for each swing in accordance with any journey management plan requirements for the site;
- (d) **Non-Local Employee** means any other Employee that is not a Local Employee or Commute Employee.

### 20.3 **Employment in a hub**

Employees are employed to work at deployments within a hub as directed by the Company from time to time. As a result, Employees are not employed to work in a single location or site and are able to choose where to reside.

### 20.4 **Local Employees Benefits**

- (a) Subject to this clause 20.4, Local Employees will travel to and from the site in their own time and at their own expense each day that they are required to perform work.
- (b) Local Employees will be paid a local allowance of \$8,000 per year paid in equal fortnightly instalments included in their regular pay, for each fortnight work, including non-rostered overtime, is performed as required or an Employee is on paid leave.
- (c) Where the Company, requires Local Employees to travel daily to and from the site from a designated location and by a designated means, such transport will be at the Company's cost, and will not affect payment of the allowance in clause 20.4(b).
- (d) This clause does not apply if an Employee accepts, or otherwise has the benefit of, other housing and/or accommodation arrangements with the Company.

### 20.5 **Commute Employees Benefits**

- (a) Subject to clause 20.7, the Company will provide Commute Employees at the Company's cost, with single person's village or other accommodation during the rostered swing of work. The type and location of the accommodation is at the Company's discretion, and if an Employee chooses not to stay in the accommodation provided the Employee will be responsible for their own accommodation at their own expense.
- (b) The Company will provide Commute Employees at its cost with:
  - (i) road transport to and from the site from the accommodation each day that they perform work as directed;
  - (ii) a travel allowance of \$5,000 per year paid in equal fortnightly instalments included in their regular pay, for all incidental costs

incurred in travelling to and from their residence to their accommodation to perform work, including non-rostered overtime, as required. This allowance will be included in regular pay for each fortnight work is performed as required or an Employee is on paid leave.

- (c) Where the Company requires Commute Employees to commute to and from the accommodation by a designated means, such transport will be at the Company's cost and will not affect payment of the allowance in clause 20.5(b).

## **20.6 Non-Local Employees Benefits**

- (a) Subject to clause 20.7 the Company at its cost, will provide Non-Local Employees with:
  - (i) single person's village or other accommodation during the rostered swing of work. The type and location of the accommodation is at the Company's discretion. If an Employee chooses not to stay in the accommodation provided, the Employee will be responsible for their own accommodation at their own expense;
  - (ii) air transport between:
    - (A) the transport departure points in (C) to (E) below; or
    - (B) any other departure point(s) nominated by the Company from time to time,and the nominated provincial airport and return, to meet the Employee's roster.

At the commencement of this Agreement the transport departure points are:

    - (C) for the Queensland Hub – Brisbane, Cairns and Townsville;
    - (D) for the Western Australia Hub – Perth and Busselton;
    - (E) for the South Australia Hub – Adelaide;
  - (iii) road transport to and from the site from the accommodation each day that they perform work; and
  - (iv) road transport between the provincial airport nominated by the Company and the single person's village or other accommodation and return.
- (b) The Company can require Employees to travel under this sub-clause by a designated means, timetables, and carriers.

## **20.7 Conditions of travel and accommodation**

- (a) Only one of subclauses 20.4, 20.5, or 20.6 will apply. An Employee must provide a written request to their Supervisor at least 28 days prior to any change in status under those clauses.
- (b) The benefits apply for:
  - (i) each week the Employee works in accordance with the directions of the Company or is on paid leave; and
  - (ii) the term of this Agreement.
- (c) The allowances applicable under this clause:
  - (i) are divisible flat payments and do not compound for overtime or any penalty;
  - (ii) apply pro rata for Part Time Employees in accordance with clause 5.3.
- (d) All travel and rest time under this clause is non-working time.
- (e) Employees who choose to use the accommodation or travel provided will, as a condition of employment, abide by the rules and regulations of the Company and/or the operator, as amended from time to time. Disruptive behaviour and/or breaching rules and regulations can invoke removal of accommodation and/or travel rights. An Employee who has their rights withdrawn and does not provide their own accommodation and/or travel in accordance with their roster, may have their employment terminated.
- (f) Employees must comply with the journey management plan requirements of any site.
- (g) Without limiting sub-clauses 20.7(d) and (f), to assist with management of fatigue, Non-Local and Commute Employees travelling to or from the Local Area to perform work may be required by the Company to:
  - (i) travel on the day preceding the first shift and rest at designated Company provided accommodation, prior to commencing the first shift; and
  - (ii) on completion of work on any roster, travel may include rest at designated Company provided accommodation during the period following the completion of the final shift before commencing commute travel.
- (h) Where any transport is provided by the Company, an Employee must travel on the scheduled transport that is allocated to the Employee. In circumstances where an Employee, for any reason other than a direction by the Company, does not travel at the allocated time:
  - (i) it will be the Employee's responsibility to provide an alternate means of transport at the Employee's cost and subject to journey management and fatigue management requirements; or

- (ii) where that is not possible, it may result in the Employee being ineligible to work that rostered shift and no payment will be provided for that shift.

20.8 If a FIFO employee is at work and takes personal leave for the remainder of their rostered swing, the employee can access the first available seat on a charter flight to return home. Where a seat on a charter flight is not available, the Resource & Logistics team will source the next available commercial flight subject to General Manager approval.

## **21. STAND ASIDE AND STAND DOWN**

21.1 Subject to clause 21.3, the Company can stand aside an Employee:

- (a) with or without pay for full or partial refusal of duty; or
- (b) with or without pay for neglect of duty; or
- (c) with or without pay for misconduct, while it is being investigated.

21.2 If the Company stands aside an Employee without pay for neglect of duty or misconduct and the Company determines after an investigation that the Employee did not neglect their duty or did not engage in any misconduct (as the case may be), the Company will pay the Employee the full amount of remuneration they would have received in respect of the period for which they were stood aside.

21.3 Subject to the NES:

- (a) An Employee stood aside under clause 21.1(c) is entitled to be paid their Minimum Annual Salary (or contractual annual salary if higher, in accordance with clause 7.4) for the period they are stood aside, provided the Employee:
  - (i) remains ready, willing and able to perform work; and
  - (ii) complies with all lawful and reasonable directions given by the Company during this period (including, for example, any direction to participate in the investigation into alleged misconduct).
- (b) If an Employee stood aside with pay under this clause fails to meet the requirements of sub-clause 21.3(a), the Employee is not entitled to be paid their Minimum Annual Salary (or contractual annual salary if higher, in accordance with clause 7.4) for the period that the Employee does not meet those requirements.
- (c) Night Shift Allowance is payable on stand aside with pay, in accordance with clause 7.10 (if eligible).

21.4 The Company may stand down an Employee without pay during a period in which the Employee cannot usefully be employed because of one of the following circumstances:

- (a) industrial action;

- (b) a breakdown of machinery or equipment if the Company cannot reasonably be held responsible for the break down; or
  - (c) an interruption to work for any cause for which the Company cannot reasonably be held responsible.
- 21.5 Employees who have been stood down under the circumstances described in clause 21.4 above may request to take accrued annual or long service leave entitlements. Approval is at the Company's discretion.
- 21.6 Any Employee stood down under clause 21.4 will continue to have their service recognised for the purposes of "continuous service".
- 21.7 If an employee is stood down under this clause during their rostered swing, the Company will assist the employee to return home as soon as practicable once they are no longer required by the Company.

## **22. ISSUE RESOLUTION PROCEDURE**

- 22.1 This clause sets out the process for resolving issues which relate to:
  - (a) a matter arising under this Agreement; or
  - (b) the NES.
- 22.2 Where an issue under clause 22.1 arises which an Employee seeks to be resolved, the issue must first be referred for discussion between the Employee and their immediate Supervisor to attempt to resolve the issue.
- 22.3 If the issue remains unresolved, it may be referred for discussion between the Employee and the Employee's Superintendent.
- 22.4 If the issue is still not resolved, it may be referred for discussion between the Employee and the Employee's Departmental Manager.
- 22.5 Discussions in accordance with clauses 22.2, 22.3 and 22.4 will be held as soon as reasonably practicable.
- 22.6 By agreement, the Company and the Employee may bypass any of the steps in clauses 22.3 or 22.4 in the interests of speedy resolution of the issue.
- 22.7 If the issue resolution processes in clauses 22.2, 22.3 and 22.4 have genuinely been exhausted (with the exception of the processes in clauses 22.3 or 22.4 if there was an agreement to bypass any of these steps), and the issue is still unable to be resolved at the workplace level, either party (or its representative) may refer the matter to the FWC for conciliation. If the matter remains unresolved, it can be referred to the FWC for arbitration by consent of both parties involved.
- 22.8 Either the Employee or the Company may have a representative to assist at any stage of this process.

## **23. INDIVIDUAL FLEXIBILITY**

23.1 The Company and any Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:

- (a) the arrangement deals with 1 or more of the following matters:
  - (i) arrangements about when work is performed;
  - (ii) overtime rates;
  - (iii) penalty rates;
  - (iv) allowances;
  - (v) leave loading; and
- (b) the arrangement meets the genuine needs of the Company and Employee in relation to 1 or more of the matters mentioned in paragraph (a); and
- (c) the arrangement is genuinely agreed to by the Company and Employee.

23.2 The Company must ensure that the terms of the individual flexibility arrangement:

- (a) are about permitted matters under section 172 of the FW Act; and
- (b) are not unlawful terms under section 194 of the FW Act; and
- (c) result in the Employee being better off overall than the Employee would be if no arrangement was made.

23.3 The Company must ensure that the terms of the individual flexibility arrangement:

- (a) is in writing;
- (b) includes the name of the Company and Employee; and
- (c) is signed by the Company and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
- (d) includes details of:
  - (i) the terms of this Agreement that will be varied by the arrangement; and
  - (ii) how the arrangement will vary the effect of the terms; and
  - (iii) how the Employee will be better off overall in relation to the terms and conditions of their employment as a result of the arrangement; and
- (e) states the day on which the arrangement commences.

23.4 The Company must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

- 23.5 The Company or Employee may terminate the individual flexibility arrangement:
- (a) by giving no more than 28 days written notice to the other party to the arrangement; or
  - (b) if the Company and Employee agree in writing—at any time.

## **24. WORKPLACE DELEGATES' RIGHTS**

24.1 This clause 24 provides for the exercise of the rights of workplace delegates set out in section 350C of the FW Act.

24.2 In this clause 24:

- (a) workplace delegate means an Employee who is a workplace delegate within the meaning of section 350C(1) of the FW Act;
- (b) delegate's organisation means the employee organisation in accordance with the rules of which the workplace delegate was appointed or elected; and
- (c) eligible Employees means members and persons eligible to be members of the delegate's organisation who are employed by the Company in the enterprise.

24.3 Before exercising entitlements under this clause, a workplace delegate must give the Company written notice of their appointment or election as a workplace delegate. If requested, the workplace delegate must provide the Company with evidence that would satisfy a reasonable person of their appointment or election.

24.4 An Employee who ceases to be a workplace delegate must give written notice to the Company within 14 days.

24.5 Right of representation

- (a) A workplace delegate may represent the industrial interests of eligible Employees who wish to be represented by the workplace delegate in matters including:
  - (i) consultation about major workplace change;
  - (ii) consultation about changes to rosters or hours of work;
  - (iii) resolution of disputes;
  - (iv) disciplinary processes;
  - (v) enterprise bargaining where the workplace delegate has been appointed as a bargaining representative under section 176 of the FW Act or is assisting the delegate's organisation with enterprise bargaining; and
  - (vi) any process or procedure within an award, enterprise agreement or policy of the Company under which eligible employees are entitled to be represented and which concerns their industrial interests.



#### **24.6 Entitlement to reasonable communication**

- (a) A workplace delegate may communicate with eligible Employees for the purpose of representing their industrial interests under this clause. This includes discussing membership of the delegate's organisation and representation with eligible Employees.
- (b) A workplace delegate may communicate with eligible Employees during working hours or work breaks, or before or after work.

#### **24.7 Entitlement to reasonable access to the workplace and workplace facilities**

- (a) The Company must provide a workplace delegate with access to or use of the following workplace facilities:
  - (i) a room or area to hold discussions that is fit for purpose, private and accessible by the workplace delegate and eligible Employees;
  - (ii) a physical or electronic noticeboard;
  - (iii) electronic means of communication ordinarily used in the workplace by the Company to communicate with eligible employees and by Eligible employees to communicate with each other, including access to Wi-Fi;
  - (iv) a lockable filing cabinet or other secure document storage area; and
  - (v) office facilities and equipment including printers, scanners and photocopiers.
- (b) The Company is not required to provide access to or use of a workplace facility under this clause if:
  - (i) the workplace does not have the facility;
  - (ii) due to operational requirements, it is impractical to provide access to or use of the facility at the time or in the manner it is sought; or
  - (iii) the Company does not have access to the facility at the enterprise and is unable to obtain access after taking reasonable steps.

#### **24.8 Entitlement to reasonable access to training**

- (a) The Company must provide a workplace delegate with access to up to 5 days of paid time during normal working hours for initial training and at least one day each subsequent year, to attend training related to representation of the industrial interests of eligible Employees, subject to the following conditions:
  - (i) In each year commencing 1 July, the Company is not required to provide access to paid time for training to more than one workplace delegate per 50 eligible Employees.

- (ii) The number of eligible Employees will be determined on the day a delegate requests paid time to attend training, as the number of eligible Employees who are full-time or part-time employees.
- (iii) Payment for a day of paid time during normal working hours is payment of the amount the workplace delegate would have been paid for the hours the workplace delegate would have been rostered or required to work on that day if the delegate had not been absent from work to attend the training. For the avoidance of doubt, this includes Night Shift Allowance, in accordance with clause 7.10 (if eligible).
- (iv) The workplace delegate must give the Company not less than 5 weeks' notice (unless the Company and delegate agree to a shorter period of notice) of the dates, subject matter, the daily start and finish times of the training, and the name of the training provider.
- (v) If requested by the Company, the workplace delegate must provide the Company with an outline of the training content.
- (vi) The Company must advise the workplace delegate not less than 2 weeks from the day on which the training is scheduled to commence, whether the workplace delegate's access to paid time during normal working hours to attend the training has been approved. Such approval must not be unreasonably withheld.
- (vii) The workplace delegate must, within 7 days after the day on which the training ends, provide the Company with evidence that would satisfy a reasonable person of their attendance at the training.

#### **24.9 Exercise of entitlements under clause 24**

- (a) A workplace delegate's entitlements under this clause 24 are subject to the conditions that the workplace delegate must, when exercising those entitlements:
  - (i) comply with their duties and obligations as an Employee;
  - (ii) comply with the reasonable policies and procedures of the Company, including reasonable codes of conduct and requirements in relation to occupational health and safety and acceptable use of ICT resources;
  - (iii) not hinder, obstruct or prevent the normal performance of work; and
  - (iv) not hinder, obstruct or prevent eligible Employees exercising their rights to freedom of association.
- (b) Clause 24 does not require the Company to provide a workplace delegate with access to electronic means of communication in a way that provides individual contact details for eligible Employees.
- (c) Clause 24 does not require an eligible Employee to be represented by a workplace delegate without the employee's agreement.

## **25. MANAGEMENT OF CHANGE / CONSULTATION**

- 25.1 The model consultation term prescribed in accordance with s 205(3) of the FW Act applies, as amended from time to time.

## **26. EMPLOYEE RIGHT TO DISCONNECT**

- 26.1 This clause provides for the exercise of an Employee's right to disconnect under section 333M of the FW Act.
- 26.2 The Company must not directly or indirectly prevent an Employee from exercising their right to disconnect under the FW Act.
- 26.3 This clause does not prevent the Company from requiring an Employee to monitor, read or respond to contact, or attempted contact, from the Company outside of the Employee's working hours where the Company's contact is to notify the Employee that they are required to attend or perform work or notify them of a recall to work.

## **27. REDUNDANCY**

### **27.1 Definition of redundancy**

- (a) An Employee is made redundant where an Employee's employment is terminated at the Company's initiative:
- (i) because the Company no longer requires the job done by the Employee to be done by anyone except where this is due to the ordinary and customary turnover of labour; or
  - (ii) because of insolvency or bankruptcy of the Company.
- (b) This clause does not apply to Employees engaged for a fixed term or a specified task.

### **Redundancy payment**

- 27.2 Except where clause 27.5 applies, when terminations of employment occur due to redundancy the Employees terminated are entitled to redundancy pay equal to the greater of:
- (a) the amount the Employee would be entitled to under the relevant modern award; or
  - (b) for the term of this Agreement, the amount of redundancy pay payable under the BHP Redundancy Termination Australia Policy, as amended from time to time.
- 27.3 The entitlements under clause 27.2 will not be less than:
- (a) the NES;
  - (b) for the term of this Agreement, the entitlements in the Policy as at the commencement of this Agreement;
  - (c) regardless of length of employment, four weeks' pay.

27.4 Night Shift Allowance is included in redundancy pay, in accordance with clause 7.10 (if eligible).

**27.5 Exemption**

Subject to the NES, the Company is not liable for any payment in clause 27.2 if the Company would not have been required to make a payment of redundancy pay to the Employee under the relevant modern award as in force from time to time.

**27.6 Variation of redundancy pay**

Despite anything in this clause, the Company may make application to the FWC to be granted relief from the obligation to make a payment pursuant to clause 27.

**28. TERMINATION OF EMPLOYMENT**

28.1 An Employee may resign from their employment with the Company by giving one week's written notice to the Company.

28.2 Subject to clause 28.3, the Company may terminate the employment of a Full Time or Part Time Employee by giving the Employee four weeks' written notice or by payment by the Company in lieu of all or part of that notice. If an Employee is paid in lieu of notice of termination, payment will be at an Employee's Minimum Annual Salary rate (or contractual annual salary if higher, in accordance with clause 7.4). Night Shift Allowance is payable on payment in lieu of notice of termination in accordance with clause 7.10 (if eligible)..

28.3 The Company may employ any Full Time or Part Time Employee on probation. In that case, the period of probation will begin on the commencement of employment and will continue for a period of up to 6 months continuous service. During the period of probation, the Company may terminate the Employee's employment by giving one week's written notice or payment by the Company in lieu of all or part of that notice.

28.4 The period of notice to be given by the Company to Full Time or Part Time Employees under clause 28.2 shall increase by one week if the Employee is over 45 years old and has completed more than two years continuous service with the Company.

28.5 The Company may dismiss an Employee without notice for any serious misconduct and in such case, the Employee's remuneration shall be payable only up to the time of dismissal.

**29. NO FURTHER CLAIMS**

This Agreement is a comprehensive and full settlement of all Employee enterprise bargaining claims for the duration of this Agreement unless otherwise permitted by the FW Act.

## APPENDIX 1- SALARIES - MINIMUM ANNUAL SALARIES BY ROSTER, HUB AND CLASSIFICATION

Table 1: Full-Time Western Australia Hub Employees (minimum 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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 hour shifts)	\$110,313		\$48.48	\$129,780		\$57.04	\$138,978		\$61.08
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5 hour shifts)	\$110,313	\$3,309.39	\$48.48	\$129,780	\$3,893.40	\$57.04	\$138,978	\$4,169.34	\$61.08
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$110,313		\$48.48	\$129,780		\$57.04	\$138,978		\$61.08
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$110,313	\$3,309.39	\$48.48	\$129,780	\$3,893.40	\$57.04	\$138,978	\$4,169.34	\$61.08
4 days on, 3 days off (Days only) (12.5-hour shifts)	\$110,313		\$42.42	\$129,780		\$49.91	\$138,978		\$53.45
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$113,907	\$3,417.21	\$46.73	\$133,558	\$4,006.74	\$54.79	\$138,978	\$4,169.34	\$57.01
8 days on, 6 days off (Days only) (12.5 hour shifts)	\$121,944		\$46.90	\$140,178		\$53.91	\$145,470		\$55.95
14 days on, 7 days off (days only) (12.5-hour shifts)	\$151,605		\$50.95	\$174,856		\$58.77	\$181,434		\$60.98
14 days on, 14 days off (days only) (12.5 hour shifts)	\$110,313		\$48.48	\$129,780		\$57.04	\$138,978		\$61.08
7 Days on, 7 Nights on, 14 days off (Day/night) (12.5-hour shifts)	\$110,313	\$3,309.39	\$48.48	\$129,780	\$3,893.40	\$57.04	\$138,978	\$4,169.34	\$61.08

**Table 2: Full-Time Western Australia Hub – Apprentices (minimum rates as at the date of commencement of the Agreement)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$83,452		\$36.68	\$92,260		\$40.55	\$92,260		\$40.55	\$92,260		\$40.55
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$83,452	\$2,503.56	\$36.68	\$92,260	\$2,767.80	\$40.55	\$92,260	\$2,767.80	\$40.55	\$92,260	\$2,767.80	\$40.55

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 3: Full-Time South Australia Hub Employees (minimum rates as at the date of commencement of the Agreement)**

Roster	<div> <div>Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile &amp; Field Maintenance)</div> <div>Maintenance Technician 1 – LV Maintenance &amp; Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter</div> <div>Maintenance Technician 2 Maintenance (trade qualified) (2+ years trade qualified experience)</div> </div>								
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$108,559		\$47.71	\$125,040		\$54.96	\$129,702		\$57.01
7 Days on, 7 Days off 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$108,559	\$3,256.77	\$47.71	\$125,040	\$3,751.20	\$54.96	\$129,702	\$3,891.06	\$57.01

**Table 4: Full-Time South Australia Hub – Apprentices (minimum rates as at the date of commencement of the Agreement) )**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$83,452		\$36.68	\$92,260		\$40.55	\$92,260		\$40.55	\$92,260		\$40.55
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$83,452	\$2,503.56	\$36.68	\$92,260	\$2,767.80	\$40.55	\$92,260	\$2,767.80	\$40.55	\$92,260	\$2,767.80	\$40.55

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 5: Full-Time Queensland Hub Employees (minimum 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) ad Service Person - Tyre Fitter			Maintenance Technician 2 Maintenance (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 -hour shifts).	\$133,308		\$58.59	\$141,842.00		\$62.34	\$155,703.00		\$68.44
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$133,308	\$3,999.24	\$58.59	\$141,842.00	\$4,255.26	\$62.34	\$155,703.00	\$4,671.09	\$68.44
8 days on, 6 days off, 7 nights on, 7 Days off (12.5-hour shifts).	\$139,986	\$4,199.58	\$57.43	\$148,883	\$4,466.49	\$61.08	\$163,555	\$4,906.65	\$67.10
4 days on, 3 days off (Days only) (12.5-hour shifts).	\$138,188		\$53.14	\$147,258.00		\$56.63	\$161,574.00		\$62.14

**Table 6: Full-Time Queensland Hub – Apprentices (minimum rates as at the date of commencement of the Agreement)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$103,270		\$45.39	\$125,068.00		\$54.97	\$125,068.00		\$54.97	\$125,068.00		\$54.97
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$103,270	\$3,098.10	\$45.39	\$125,068.00	\$3,752.04	\$54.97	\$125,068.00	\$3,752.04	\$54.97	\$125,068.00	\$3,752.04	\$54.97

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.



**Table 1: Full-Time Western Australia Hub Employees (minimum rates as at 1 September 2025)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 hour shifts)	\$114,726		\$50.42	\$134,972		\$59.32	\$144,538		\$63.53
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5 hour shifts)	\$114,726	\$3,441.78	\$50.42	\$134,972	\$4,049.16	\$59.32	\$144,538	\$4,336.14	\$63.53
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$114,726		\$50.42	\$134,972		\$59.32	\$144,538		\$63.53
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$114,726	\$3,441.78	\$50.42	\$134,972	\$4,049.16	\$59.32	\$144,538	\$4,336.14	\$63.53
4 days on, 3 days off (Days only) (12.5-hour shifts)	\$114,726		\$44.12	\$134,972		\$51.91	\$144,538		\$55.59
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$118,464	\$3,553.92	\$48.60	\$138,901	\$4,167.03	\$56.98	\$144,538	\$4,336.14	\$59.29
8 days on, 6 days off (Days only) (12.5 hour shifts)	\$126,822		\$48.77	\$145,786		\$56.07	\$151,289		\$58.18
14 days on, 7 days off (days only) (12.5-hour shifts)	\$157,670		\$52.99	\$181,851		\$61.12	\$188,692		\$63.42
14 days on, 14 days off (days only) (12.5 hour shifts)	\$114,726		\$50.42	\$134,972		\$59.32	\$144,538		\$63.53
7 Days on, 7 Nights on, 14 days off (Day/night) (12.5-hour shifts)	\$114,726	\$3,441.78	\$50.42	\$134,972	\$4,049.16	\$59.32	\$144,538	\$4,336.14	\$63.53

**Table 2: Full-Time Western Australia Hub – Apprentices (minimum rates as at 1 September 2025)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$86,791		\$38.14	\$95,951		\$42.17	\$95,951		\$42.17	\$95,951		\$42.17
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$86,791	\$2,603.73	\$38.14	\$95,951	\$2,878.53	\$42.17	\$95,951	\$2,878.53	\$42.17	\$95,951	\$2,878.53	\$42.17

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 3: Full-Time South Australia Hub Employees (minimum rates as at 1 September 2025)**

Roster	<div> <div>Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile &amp; Field Maintenance)</div> <div>Maintenance Technician 1 – LV Maintenance &amp; Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter</div> <div>Maintenance Technician2 2 (trade qualified) (2+ years trade qualified experience)</div> </div>								
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$112,902		\$49.62	\$130,042		\$57.16	\$134,891		\$59.29
7 Days on, 7 Days off 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$112,902	\$3,387.06	\$49.62	\$130,042	\$3,901.26	\$57.16	\$134,891	\$4,046.73	\$59.29

**Table 4: Full-Time South Australia Hub – Apprentices (minimum rates as at 1 September 2025)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$86,791		\$38.14	\$95,951		\$42.17	\$95,951		\$42.17	\$95,951		\$42.17
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$86,791	\$2,603.73	\$38.14	\$95,951	\$2,878.53	\$42.17	\$95,951	\$2,878.53	\$42.17	\$95,951	\$2,878.53	\$42.17

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

Table 5: Full-Time Queensland Hub Employees (minimum rates as at 1 September 2025)									
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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 -hour shifts).	\$138,641		\$60.94	\$147,516		\$64.84	\$161,932		\$71.17
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$138,641	\$4,159.23	\$60.94	\$147,516	\$4,425.48	\$64.84	\$161,932	\$4,857.96	\$71.17
8 days on, 6 days off, 7 nights on, 7 Days off (12.5-hour shifts).	\$145,586	\$4,367.58	\$59.72	\$154,839	\$4,645.17	\$63.52	\$170,098	\$5,102.94	\$69.78
4 days on, 3 days off (Days only) (12.5-hour shifts).	\$143,716		\$55.27	\$153,149		\$58.90	\$168,037		\$64.62

Table 6: Full-Time Queensland Hub – Apprentices (minimum rates as at 1 September 2025)												
Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$107,401		\$47.20	\$130,071		\$57.17	\$130,071		\$57.17	\$130,071		\$57.17
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$107,401	\$3,222.03	\$47.20	\$130,071	\$3,902.13	\$57.17	\$130,071	\$3,902.13	\$57.17	\$130,071	\$3,902.13	\$57.17

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 1: Full-Time Western Australia Hub Employees (minimum rates as at 1 September 2026)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 hour shifts)	\$119,316		\$52.44	\$140,371		\$61.70	\$150,320		\$66.07
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5 hour shifts)	\$119,316	\$3,579.48	\$52.44	\$140,371	\$4,211.13	\$61.70	\$150,320	\$4,509.60	\$66.07
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$119,316		\$52.44	\$140,371		\$61.70	\$150,320		\$66.07
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$119,316	\$3,579.48	\$52.44	\$140,371	\$4,211.13	\$61.70	\$150,320	\$4,509.60	\$66.07
4 days on, 3 days off (Days only) (12.5-hour shifts)	\$119,316		\$45.89	\$140,371		\$53.98	\$150,320		\$57.81
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$123,203	\$3,696.09	\$50.54	\$144,458	\$4,333.74	\$59.26	\$150,320	\$4,509.60	\$61.66
8 days on, 6 days off (Days only) (12.5 hour shifts)	\$131,895		\$50.72	\$151,618		\$58.31	\$157,341		\$60.51
14 days on, 7 days off (days only) (12.5-hour shifts)	\$163,977		\$55.11	\$189,126		\$63.57	\$196,240		\$65.96
14 days on, 14 days off (days only) (12.5 hour shifts)	\$119,316		\$52.44	\$140,371		\$61.70	\$150,320		\$66.07
7 Days on, 7 Nights on, 14 days off (Day/night) (12.5-hour shifts)	\$119,316	\$3,579.48	\$52.44	\$140,371	\$4,211.13	\$61.70	\$150,320	\$4,509.60	\$66.07

**Table 2: Full-Time Western Australia Hub – Apprentices (minimum rates as at 1 September 2026)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$90,263		\$39.67	\$99,790		\$43.86	\$99,790		\$43.86	\$99,790		\$43.86
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$90,263	\$2,707.89	\$39.67	\$99,790	\$2,993.70	\$43.86	\$99,790	\$2,993.70	\$43.86	\$99,790	\$2,993.70	\$43.86

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 3: Full-Time South Australia Hub Employees (minimum rates as at 1 September 2026)**

Roster	<div> <div>Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile &amp; Field Maintenance)</div> <div>Maintenance Technician 1 – LV Maintenance &amp; Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter</div> <div>Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)</div> </div>								
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$117,419		\$51.61	\$135,244		\$59.44	\$140,287		\$61.66
7 Days on, 7 Days off 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$117,419	\$3,522.57	\$51.61	\$135,244	\$4,057.32	\$59.44	\$140,287	\$4,208.61	\$61.66

**Table 4: Full-Time South Australia Hub – Apprentices (minimum rates as at 1 September 2026)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$90,263		\$39.67	\$99,790		\$43.86	\$99,790		\$43.86	\$99,790		\$43.86
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$90,263	\$2,707.89	\$39.67	\$99,790	\$2,993.70	\$43.86	\$99,790	\$2,993.70	\$43.86	\$99,790	\$2,993.70	\$43.86

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 5: Full-Time Queensland Hub Employees (minimum rates as at 1 September 2026)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 -hour shifts).	\$144,187		\$63.37	\$153,417		\$67.43	\$168,410		\$74.02
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$144,187	\$4,325.61	\$63.37	\$153,417	\$4,602.51	\$67.43	\$168,410	\$5,052.30	\$74.02
8 days on, 6 days off, 7 nights on, 7 Days off (12.5-hour shifts).	\$151,410	\$4,542.30	\$62.11	\$161,033	\$4,830.99	\$66.06	\$176,902	\$5,307.06	\$72.57
4 days on, 3 days off (Days only) (12.5-hour shifts).	\$149,465		\$57.48	\$159,275		\$61.25	\$174,759		\$67.21

**Table 6: Full-Time Queensland Hub – Apprentices (minimum rates as at 1 September 2026)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$111,698		\$49.09	\$135,274		\$59.46	\$135,274		\$59.46	\$135,274		\$59.46
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$111,698	\$3,350.94	\$49.09	\$135,274	\$4,058.22	\$59.46	\$135,274	\$4,058.22	\$59.46	\$135,274	\$4,058.22	\$59.46

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.



**Table 1: Full-Time Western Australia Hub Employees (minimum rates as at 1 September 2027)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 hour shifts)	\$124,089		\$54.54	\$145,986		\$64.16	\$156,333		\$68.71
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5 hour shifts)	\$124,089	\$3,722.67	\$54.54	\$145,986	\$4,379.58	\$64.16	\$156,333	\$4,689.99	\$68.71
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$124,089		\$54.54	\$145,986		\$64.16	\$156,333		\$68.71
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$124,089	\$3,722.67	\$54.54	\$145,986	\$4,379.58	\$64.16	\$156,333	\$4,689.99	\$68.71
4 days on, 3 days off (Days only) (12.5-hour shifts)	\$124,089		\$47.72	\$145,986		\$56.14	\$156,333		\$60.12
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$128,132	\$3,843.96	\$52.56	\$150,237	\$4,507.11	\$61.63	\$156,333	\$4,689.99	\$64.13
8 days on, 6 days off (Days only) (12.5 hour shifts)	\$137,171		\$52.75	\$157,683		\$60.64	\$163,635		\$62.93
14 days on, 7 days off (days only) (12.5-hour shifts)	\$170,537		\$57.32	\$196,692		\$66.11	\$204,090		\$68.60
14 days on, 14 days off (days only) (12.5 hour shifts)	\$124,089		\$54.54	\$145,986		\$64.16	\$156,333		\$68.71
7 Days on, 7 Nights on, 14 days off (Day/night) (12.5-hour shifts)	\$124,089	\$3,722.67	\$54.54	\$145,986	\$4,379.58	\$64.16	\$156,333	\$4,689.99	\$68.71

**Table 2: Full-Time Western Australia Hub – Apprentices (minimum rates as at 1 September 2027)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$93,874		\$41.26	\$103,782		\$45.61	\$103,782		\$45.61	\$103,782		\$45.61
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$93,874	\$2,816.22	\$41.26	\$103,782	\$3,113.46	\$45.61	\$103,782	\$3,113.46	\$45.61	\$103,782	\$3,113.46	\$45.61

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 3: Full-Time South Australia Hub Employees (minimum rates as at 1 September 2027)**

Roster	<div> <div>Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile &amp; Field Maintenance)</div> <div>Maintenance Technician 1 – LV Maintenance &amp; Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter</div> <div>Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)</div> </div>								
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$122,116		\$53.67	\$140,654		\$61.82	\$145,899		\$64.13
7 Days on, 7 Days off 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$122,116	\$3,663.48	\$53.67	\$140,654	\$4,219.62	\$61.82	\$145,899	\$4,376.97	\$64.13

**Table 4: Full-Time South Australia Hub – Apprentices (minimum rates as at 1 September 2027)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$93,874		\$41.26	\$103,782		\$45.61	\$103,782		\$45.61	\$103,782		\$45.61
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$93,874	\$2,816.22	\$41.26	\$103,782	\$3,113.46	\$45.61	\$103,782	\$3,113.46	\$45.61	\$103,782	\$3,113.46	\$45.61

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 5: Full-Time Queensland Hub Employees (minimum rates as at 1 September 2027)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 -hour shifts).	\$149,955		\$65.91	\$159,554		\$70.13	\$175,147		\$76.98
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$149,955	\$4,498.65	\$65.91	\$159,554	\$4,786.62	\$70.13	\$175,147	\$5,254.41	\$76.98
8 days on, 6 days off, 7 nights on, 7 Days off (12.5-hour shifts).	\$157,467	\$4,724.01	\$64.60	\$167,475	\$5,024.25	\$68.70	\$183,979	\$5,519.37	\$75.47
4 days on, 3 days off (Days only) (12.5-hour shifts).	\$155,444		\$59.78	\$165,646		\$63.71	\$181,750		\$69.90

**Table 6: Full-Time Queensland Hub – Apprentices (minimum rates as at 1 September 2027)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$116,166		\$51.06	\$140,685		\$61.83	\$140,685		\$61.83	\$140,685		\$61.83
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$116,166	\$3,484.98	\$51.06	\$140,685	\$4,220.55	\$61.83	\$140,685	\$4,220.55	\$61.83	\$140,685	\$4,220.55	\$61.83

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 1: Full-Time Western Australia Hub Employees (minimum rates as at 1 September 2028)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 hour shifts)	\$129,053		\$56.72	\$151,826		\$66.73	\$162,587		\$71.46
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5 hour shifts)	\$129,053	\$3,871.59	\$56.72	\$151,826	\$4,554.78	\$66.73	\$162,587	\$4,877.61	\$71.46
Dynamic rostering (182 12.5-hour shifts per annum – Day only)	\$129,053		\$56.72	\$151,826		\$66.73	\$162,587		\$71.46
Dynamic rostering (182 12.5 hour shifts per annum – Day/night)	\$129,053	\$3,871.59	\$56.72	\$151,826	\$4,554.78	\$66.73	\$162,587	\$4,877.61	\$71.46
4 days on, 3 days off (Days only) (12.5-hour shifts)	\$129,053		\$49.63	\$151,826		\$58.39	\$162,587		\$62.53
8 days on, 6 days off, 7 nights on 7 Days off (12.5-hour shifts)	\$133,258	\$3,997.74	\$54.66	\$156,247	\$4,687.41	\$64.10	\$162,587	\$4,877.61	\$66.70
8 days on, 6 days off (Days only) (12.5 hour shifts)	\$142,658		\$54.86	\$163,991		\$63.07	\$170,181		\$65.45
14 days on, 7 days off (days only) (12.5-hour shifts)	\$177,359		\$59.61	\$204,560		\$68.75	\$212,254		\$71.34
14 days on, 14 days off (days only) (12.5 hour shifts)	\$129,053		\$56.72	\$151,826		\$66.73	\$162,587		\$71.46
7 Days on, 7 Nights on, 14 days off (Day/night) (12.5-hour shifts)	\$129,053	\$3,871.59	\$56.72	\$151,826	\$4,554.78	\$66.73	\$162,587	\$4,877.61	\$71.46

**Table 2: Full-Time Western Australia Hub – Apprentices (minimum rates as at 1 September 2028)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$97,629		\$42.91	\$107,934		\$47.44	\$107,934		\$47.44	\$107,934		\$47.44
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$97,629	\$2,928.87	\$42.91	\$107,934	\$3,238.02	\$47.44	\$107,934	\$3,238.02	\$47.44	\$107,934	\$3,238.02	\$47.44

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 3: Full-Time South Australia Hub Employees (minimum rates as at 1 September 2028)**

Roster	<div> <div>Service Person Maintenance, Maintenance Associate, Service Support Technician and other non-trade qualified roles (Fixed Plant, Light Vehicles, Mobile &amp; Field Maintenance)</div> <div>Maintenance Technician 1 – LV Maintenance &amp; Repair; All other Trades (0 – 2 years trade qualified experience) and Service Person - Tyre Fitter</div> <div>Maintenance Technician 2 (trade qualified) (2+ years trade qualified experience)</div> </div>								
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5-hour shifts)	\$127,001		\$55.82	\$146,281		\$64.29	\$151,735		\$66.69
7 Days on, 7 Days off 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$127,001	\$3,810.03	\$55.82	\$146,281	\$4,388.43	\$64.29	\$151,735	\$4,552.05	\$66.69

**Table 4: Full-Time South Australia Hub – Apprentices (minimum rates as at 1 September 2028)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$97,629		\$42.91	\$107,934		\$47.44	\$107,934		\$47.44	\$107,934		\$47.44
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$97,629	\$2,928.87	\$42.91	\$107,934	\$3,238.02	\$47.44	\$107,934	\$3,238.02	\$47.44	\$107,934	\$3,238.02	\$47.44

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.

**Table 5: Full-Time Queensland Hub Employees (minimum rates as at 1 September 2028)**

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 (trade qualified) (2+ years trade qualified experience)		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days on, 7 Days off (Days only) (12.5 -hour shifts).	\$155,954		\$68.55	\$165,937		\$72.93	\$182,153		\$80.06
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$155,954	\$4,678.62	\$68.55	\$165,937	\$4,978.11	\$72.93	\$182,153	\$5,464.59	\$80.06
8 days on, 6 days off, 7 nights on, 7 Days off (12.5-hour shifts).	\$163,766	\$4,912.98	\$67.18	\$174,174	\$5,225.22	\$71.45	\$191,339	\$5,740.17	\$78.49
4 days on, 3 days off (Days only) (12.5-hour shifts).	\$161,662		\$62.17	\$172,272		\$66.25	\$189,020		\$72.70

**Table 6: Full-Time Queensland Hub – Apprentices (minimum rates as at 1 September 2028)**

Roster	Apprentice Year 1			Apprentice Year 2			Apprentice Year 3			Apprentice Year 4		
	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate	Base Salary	3% Night Shift	Minimum Hourly Roster Rate
7 Days, 7 Off; i.e. 7/7 roster (Day only) (12 - 12.5 hour shifts)	\$120,813		\$53.10	\$146,313		\$64.31	\$146,313		\$64.31	\$146,313		\$64.31
7 Days on, 7 Days off, 7 nights on, 7 days off (Day/night) (12.5-hour shifts)	\$120,813	\$3,624.39	\$53.10	\$146,313	\$4,389.39	\$64.31	\$146,313	\$4,389.39	\$64.31	\$146,313	\$4,389.39	\$64.31

**Note 1** – these roster patterns include 12.5 -hour shifts comprising up to 10 ordinary hours and 2.5 hours of rostered overtime.



## APPENDIX 2- ALLOWANCES

### COAL OPERATIONS ALLOWANCES

Allowance	Eligibility	Rate
The following allowances are incorporated into the Minimum Annual Salaries for the Queensland Hub in Appendix 1 and so are not separately payable:		
<b>Water money -</b>	Where, through no fault of the employee, and in the course of duties, an employee's clothing becomes wet. The employee is to notify the supervisor of the intention to claim water money and the reasons for making it as soon as is possible. An employee regularly receiving water money must not have the payment discontinued without notice.	\$5.27 per shift
<b>Dirty work</b>	Where an employee has to handle machinery, equipment, appliances or gear of any description which is covered with oil or grease	\$2.48 per shift
<b>Confined space</b>	Employees working in a space, the dimensions of which necessitate working in a stooped or otherwise cramped position or without proper ventilation, or where confinement within a limited space is unusually discomforting	\$0.86 per hour
<b>Height money</b>	Where an employee is engaged on work at a height of 7.5 metres or more above the nearest horizontal plane	\$2.38 per shift
<b>Tool allowance</b>	Where an employee is required to provide their own tools.	\$14.20 per week
<b>Additional night shift allowance</b>	Where an Employee is engaged on rotating night shift at open cut workings. Night shift means any shift the ordinary hours of which finish after Midnight and at or before 8am.	\$9.14 per night shift
The following allowances are not incorporated into the minimum annual salaries in Appendix 1 and so are separately payable, where an employee is eligible:		
<b>Boom welding (trades employees only)</b>	Where an employee carries out pressure or x- ray standard welding on booms	\$1.02 per hour
<b>Shaft work</b>	Where Electrical / Mechanical employees are engaged on shaft work	\$6.35 per shift
<b>Underground allowance</b>	Where an Electrical / Mechanical employee works underground on any shift	\$2.48 per shift

## OTHER MINING OPERATIONS

Allowance	Eligibility	Rate
The following allowances have been incorporated into the minimum annual salaries for the South Australia hub in Appendix 1 and so are not separately payable:		
<b>Underground allowance</b>	Where an Employee (other than underground miners) works underground	\$2.00 per hour
<b>Industry allowance</b>	The industry allowance recognises and is in payment for all aspects of work in the industry, including but not limited to the location and nature of mining operations, clothing, dirt, wet, height, fumes, heat, cold, confined space, and all other disabilities not expressly dealt with by other allowances.	\$40.11 per week
<b>Licence allowance – electricians</b> (incorporated for Maintenance Technician 1 (trade qualified) and Maintenance Technician 2 (trade qualified) classifications only)	If an Employee is required by the Company to hold an Electrical Technicians licence (or equivalent).	\$49.32 per week
The following allowances have been incorporated into the minimum annual salaries for the Western Australia hub in Appendix 1 and so are not separately payable:		
<b>Tool allowance</b>	Where an employee is required by the employer to supply and maintain tools ordinarily required in the performance of work.	\$18.75 per week
<b>Industry allowance</b>	The industry allowance recognises and is in payment for all aspects of work in the industry, including but not limited to the location and nature of mining operations, clothing, dirt, wet, height, fumes, heat, cold, confined space, and all other disabilities not expressly dealt with by other allowances.	\$40.11 per week
<b>Licence allowance – electricians</b> (incorporated for Maintenance Technician 1 (trade qualified) and Maintenance Technician 2 (trade qualified) classifications only)	If an Employee is required by the Company to hold an Electrical Technicians licence (or equivalent).	\$49.32 per week

**Signatories**

\_\_\_\_\_  
Signed for and on behalf of **OS ACPM Pty Ltd**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Position/Explanation of authority

\_\_\_\_\_

\_\_\_\_\_  
Address

\_\_\_\_\_  
Signed for and on behalf of **Employees**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Position/Explanation of authority

\_\_\_\_\_

\_\_\_\_\_  
Address

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Signed for and on behalf of **Australian  
Manufacturing Workers Union**

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Name

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Address

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Position/Explanation of authority

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Signed for and on behalf of **Communications, Electrical,  
Electronic, Energy, Information, Postal, Plumbing and  
Allied Services Union of Australia**

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Name

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Address

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Position/Explanation of authority

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Signed for and on behalf of **Mining and Energy Union**

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Name

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Address

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Position/Explanation of authority

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Signed for and on behalf of **The Australian Workers Union**

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Name

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Address

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Position/Explanation of authority