



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

MINING INDUSTRY AWARD 2020 [MA000011]

Mining industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

Level	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Entry Level	Introductory	781.40	20.56
Level 1	Basic	820.00	21.58
Level 2	Intermediate	851.60	22.41
Level 3	Competent	877.60	23.09
Level 4	Advanced	936.30	24.64
Level 5	Advanced specialist	997.20	26.24

Level	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Level 6	Dual trade	1046.00	27.53
Level 7	Dual trade instrumentation	1088.50	28.64

2. By deleting the year “2019” in clause 15.4(b)(ii) and inserting “2020”.
3. By deleting the amount “\$31.91” appearing in clause 18.2(b)(i) and inserting “\$32.47”.
4. By deleting the amount “\$39.24” appearing in clause 18.2(c) and inserting “\$39.93”.
5. By deleting the amounts “\$29.24” and “\$16.13” appearing in clause 18.2(d)(i) and inserting “\$29.75” and “\$16.41” respectively.
6. By deleting the amount “\$9.23” appearing in clause 18.2(d)(iii) and inserting “\$9.39”.
7. By deleting the amount “\$17.25” appearing in clause 18.2(e) and inserting “\$17.55”.
8. By deleting the table appearing in clause 18.2(f) and inserting the following:

In charge of	\$ per week
3–10 employees	38.61
11–20 employees	49.15
More than 20 employees	66.08

9. By deleting the amount “\$1.59” appearing in clause 18.2(h) and inserting “\$1.62”.
10. By deleting the table appearing in clause B.1.3 and inserting the following:

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
% of ordinary hourly rate¹							
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry level	21.41	24.62	27.83	32.12	42.82	42.82	53.53
Level 1	22.43	25.79	29.16	33.65	44.86	44.86	56.08

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
	% of ordinary hourly rate¹						
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 2	23.26	26.75	30.24	34.89	46.52	46.52	58.15
Level 3	23.94	27.53	31.12	35.91	47.88	47.88	59.85
Level 4	25.49	29.31	33.14	38.24	50.98	50.98	63.73
Level 5	27.09	31.15	35.22	40.64	54.18	54.18	67.73
Level 6	28.38	32.64	36.89	42.57	56.76	56.76	70.95
Level 7	29.49	33.91	38.34	44.24	58.98	58.98	73.73

11. By deleting the table appearing in clause B.1.4 and inserting the following:

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry level	32.12	42.82	42.82	53.53
Level 1	33.65	44.86	44.86	56.08
Level 2	34.89	46.52	46.52	58.15
Level 3	35.91	47.88	47.88	59.85
Level 4	38.24	50.98	50.98	63.73
Level 5	40.64	54.18	54.18	67.73
Level 6	42.57	56.76	56.76	70.95
Level 7	44.24	58.98	58.98	73.73

12. By deleting the table appearing in clause B.1.5 and inserting the following:

	Monday to Sunday
	% of ordinary hourly rate¹
	200%
	\$
Entry level	42.82
Level 1	44.86
Level 2	46.52
Level 3	47.88
Level 4	50.98
Level 5	54.18
Level 6	56.76
Level 7	58.98

13. By deleting the table appearing in clause B.2.3 and inserting the following:

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
% of casual ordinary hourly rate¹							
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry level	26.76	30.77	34.79	40.14	53.52	53.52	66.90
Level 1	28.04	32.25	36.45	42.06	56.08	56.08	70.10
Level 2	29.08	33.44	37.80	43.62	58.16	58.16	72.70
Level 3	29.93	34.42	38.91	44.90	59.86	59.86	74.83
Level 4	31.86	36.64	41.42	47.79	63.72	63.72	79.65
Level 5	33.86	38.94	44.02	50.79	67.72	67.72	84.65
Level 6	35.48	40.80	46.12	53.22	70.96	70.96	88.70
Level 7	36.86	42.39	47.92	55.29	73.72	73.72	92.15

14. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
% of casual ordinary hourly rate¹				
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry level	40.14	53.52	53.52	66.90
Level 1	42.06	56.08	56.08	70.10
Level 2	43.62	58.16	58.16	72.70
Level 3	44.90	59.86	59.86	74.83
Level 4	47.79	63.72	63.72	79.65
Level 5	50.79	67.72	67.72	84.65
Level 6	53.22	70.96	70.96	88.70
Level 7	55.29	73.72	73.72	92.15

15. By deleting the table appearing in clause B.2.5 and inserting the following:

	Monday to Sunday
	% of casual ordinary hourly rate¹
	200%
	\$
Entry level	53.52
Level 1	56.08
Level 2	58.16
Level 3	59.86
Level 4	63.72
Level 5	67.72
Level 6	70.96
Level 7	73.72

16. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

17. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	18.2(b)(i)	3.7	32.47	per week
Licence allowance—electricians ¹	18.2(c)	4.55	39.93	per week
Drilling, prospecting and exploration allowance—meals not provided	18.2(d)(i)	3.39	29.75	per day
Drilling, prospecting and exploration allowance—meals provided	18.2(d)(i)	1.87	16.41	per day
Drilling, prospecting and exploration allowance—cooks and cooks' assistants—broken shifts ¹	18.2(d)(iii)	1.07	9.39	per week
First aid allowance	18.2(e)	2.0	17.55	per week
Leading hand allowance—3 to 10 employees	18.2(f)	4.4	38.61	per week
Leading hand allowance—11 to 20 employees	18.2(f)	5.6	49.15	per week
Leading hand allowance—More than 20 employees	18.2(f)	7.53	66.08	per week
Underground allowance—other than underground miners	18.2(h)	7.0	1.62	per hour

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 November 2020.

PRESIDENT