



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**BLACK COAL MINING INDUSTRY AWARD 2020**  
[MA000001]

Coal industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 20 JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the year “2022” in clause 17.4(b) and inserting “2023”.
2. By deleting the table appearing in clause A.4 and inserting the following:

| <b>Classification</b>          | <b>Minimum weekly rate<br/>(full-time employee)<br/>\$</b> | <b>Minimum hourly rate (based on 35<br/>hour week)<br/>\$</b> |
|--------------------------------|--|---|
| Mineworker – Induction Level 1 | 969.20   | 27.69   |
| Mineworker – Induction Level 2 | 987.80   | 28.22   |
| Mineworker – Training          | 987.80   | 28.22   |
| Mineworker                     | 1056.00  | 30.17   |
| Mineworker – Advanced          | 1106.90  | 31.63   |
| Mineworker – Specialised       | 1220.70  | 34.88   |

3. By deleting the table appearing in clause A.6.7 and inserting the following:

| <b>Apprentices other than adult apprentices</b> | <b>% of the Mineworker - Induction Level 2 weekly rate</b> | <b>\$ per week</b> |
|---|--|--------------------|
| 1st year of experience                          | 45   | 444.51             |
| 2nd year of experience                          | 60   | 592.68             |
| 3rd year of experience                          | 75   | 740.85             |
| 4th year of experience                          | 90   | 889.02             |
| <b>Adult apprentices</b>                        | <b>% of the Mineworker - Induction Level 2 weekly rate</b> | <b>\$ per week</b> |
| 1st year of apprenticeship                      | 80   | 790.24             |
| 2nd year of apprenticeship                      | 90   | 889.02             |
| 3rd year of apprenticeship                      | 95   | 938.41             |

4. By deleting the table appearing in clause A.6.8(b)(i) and inserting the following:

| <b>Stage</b> | <b>Has not completed year 12</b>           |                    | <b>Has completed year 12</b>                                     |                    |
|--------------|--|--------------------|--|--------------------|
|              | <b>% of Mineworker – Induction Level 2</b> | <b>\$ per week</b> | <b>% of Mineworker – Induction Level 2</b>                       | <b>\$ per week</b> |
| 1            | 50%  | 493.90             | From 1 January 2014: 50%   | 493.90             |
|              |  |                    | From first pay period commencing on or after 1 January 2015: 55% | 543.29             |
| 2            | 60%  | 592.68             | 65%  | 642.07             |
| 3            | 75%  | 740.85             | 75%  | 740.85             |
| 4            | 90%  | 889.02             | 90%  | 889.02             |

5. By deleting the table appearing in clause A.6.8(b)(ii) and inserting the following:

| <b>Stage</b> | <b>Rate of pay</b>                    | <b>\$ per week</b> |
|--------------|---------------------------------------|--------------------|
| 1            | 80% of Mineworker - Induction Level 2 | 790.24             |
| 2            | Mineworker – Induction Level 1        | 969.20             |
| 3            | Mineworker – Induction Level 1        | 969.20             |

6. By deleting the table appearing in clause A.7 and inserting the following:

| <b>Age</b>  | <b>% of the Mineworker - Induction<br/>Level 2 weekly rate</b> | <b>\$ per week</b> |
|-------------|--|--------------------|
| 15-16 years | 40   | 395.12             |
| 16-17 years | 55   | 543.29             |
| 17-18 years | 75   | 740.85             |

7. By deleting the table appearing in clause A.8.2(a) and inserting the following:

| <b>Allowance</b>                      | <b>Application</b>   | <b>% of<br/>Mineworker –<br/>Induction<br/>Level 2 Weekly<br/>Rate /<br/>reimbursement</b> | <b>\$</b> | <b>Payable</b>                   |
|---------------------------------------|--|--|-----------|----------------------------------|
| Washery allowance                     | Where an employee is employed in or about a washery<br>This allowance is in substitution of all other disability allowances except water money   | 0.63   | 6.22      | per day or shift                 |
| Washery allowance—<br>minimum payment | Where an employee is employed in or about a washery<br>This allowance is in substitution of all other disability allowances except water money   | 0.32   | 3.16      | minimum payment per day or shift |
| Water money                           | Where, through no fault of the employee, and in the course of duties, an employee's clothing becomes wet<br>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<br>An employee regularly receiving water money must not have the payment discontinued without notice | 0.49   | 4.84      | per shift                        |

| <b>Allowance</b>  | <b>Application</b>  | <b>% of<br/>Mineworker –<br/>Induction<br/>Level 2 Weekly<br/>Rate /<br/>reimbursement</b> | <b>\$</b> | <b>Payable</b>                            |
|---|---|--|-----------|---|
| Shaft work<br>(Electrical /<br>Mechanical)                        | An employee is engaged on<br>shaft work   | 0.59   | 5.83      | per shift                                 |
| Shaft work<br>(Electrical /<br>Mechanical)—<br>minimum<br>payment | Minimum payment of 4<br>hours at this rate for<br>employees required to carry<br>out work in connection with<br>the release of blockages in<br>sewerage lines and<br>connections thereto<br>(including pumps)<br>A minimum payment of one<br>hour for work on pumps<br>after removal from a<br>pumping station or<br>treatment works for<br>cleaning or stripping | 0.3  | 2.96      | minimum<br>payment<br>per day or<br>shift |
| Dirty work  | Where an employee has to<br>handle machinery,<br>equipment, appliances or<br>gear of any description<br>which is covered with oil or<br>grease  | 0.23   | 2.27      | per shift                                 |
| Confined spaces<br>allowance<br>(Electrical/<br>Mechanical)       | Employees working in a<br>space, the dimensions of<br>which necessitate working<br>in a stooped or otherwise<br>cramped position or without<br>proper ventilation, or where<br>confinement within a<br>limited space is unusually<br>discomforting  | 0.08   | 0.79      | per hour                                  |
| Height money<br>(Electrical/<br>Mechanical)                       | Where an employee is<br>engaged on work at a height<br>of 7.5 metres or more above<br>the nearest horizontal plane  | 0.23   | 2.27      | per shift                                 |

| <b>Allowance</b>   | <b>Application</b>   | <b>% of<br/>Mineworker –<br/>Induction<br/>Level 2 Weekly<br/>Rate /<br/>reimbursement</b> | <b>\$</b> | <b>Payable</b>  |
|--|--|--|-----------|---|
| First Aid Officer allowance (does not apply to employees employed under the open cut or underground work models)   | Where an employee is appointed as a first aid officer  | 0.76   | 7.51      | per day or shift or attendance at or paid absence from work |
| First Aid Attendant allowance (does not apply to employees employed under the open cut or underground work models) | Where an employee is appointed as a first aid attendant  | 0.45   | 4.45      | per day or shift  |
| Boom Welding allowance (does not apply to employees employed under the open cut work model)                        | Where an employee carries out pressure or x-ray standard welding on booms  | 0.095  | 0.94      | per hour  |
| Underground allowance (Electrical/ Mechanical)   | An adult employee who works underground on any shift   | 0.23   | 2.27      | per day or shift  |
| Additional shift allowance—<br>Open cut employees—per afternoon shift  | Where an employee is engaged on afternoon shift and/or night shift at open cut workings and who is in receipt of the 15% shift allowance | 0.43   | 4.25      | per afternoon shift (additional to the shiftwork rates)     |
| Additional shift allowance—<br>Open cut employees—per night shift  | Where an employee is engaged on afternoon shift and/or night shift at open cut workings and who is in receipt of the 15% shift allowance | 0.85   | 8.40      | per night shift (additional to the shiftwork rates)         |

8. By deleting the table appearing in clause B.2.1 and inserting the following:

|   | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate (based on 35-hour week)</b> |
|---|---|--|
|   | <b>\$</b>   | <b>\$</b>  |
| <b>GROUP A</b>  | 1038.90   | 29.68  |
| (Adult coal mining industry employees, without prior experience in the coal mining industry, engaged in one of the following classifications) |   |  |
| Tracer  |   |  |
| Surveyor's Assistant  |   |  |
| Clerks  |   |  |
| Laboratory Assistant  |   |  |
| Technical Assistant   |   |  |
| Stores Clerk  |   |  |
| Coal and/or Dust Sampler  |   |  |
| <b>GROUP B</b>  | 1068.50   | 30.53  |
| (Adult coal mining industry employee engaged in one of the following classifications)   |   |  |
| Tracer  |   |  |
| Surveyor's Assistant  |   |  |
| Clerk   |   |  |
| Laboratory Assistant  |   |  |
| Technical Assistant   |   |  |
| Stores Clerk  |   |  |
| Trainee   |   |  |
| Coal and/or Dust Sampler  |   |  |
| Screen and Surface Overseer   |   |  |
| Traffic Controller  |   |  |

|   | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate (based on 35-hour week)</b> |
|---|---|--|
|   | \$  | \$   |
| <b>GROUP C</b>                                  | 1095.90   | 31.31  |
| Computer Operator                               |   |  |
| Senior Clerk                                    |   |  |
| Senior Stores Clerk                             |   |  |
| Laboratory Technician                           |   |  |
| Assistant Surveyor                              |   |  |
| Assistant Safety Officer                        |   |  |
| <b>GROUP D</b>                                  | 1112.70   | 31.79  |
| Surveyor  |   |  |
| Draftsperson                                    |   |  |
| Shotfirer                                       |   |  |
| <b>GROUP E</b>                                  | 1135.10   | 32.43  |
| Leading Draftsperson                            |   |  |
| Assistant Training Officer                      |   |  |
| Assistant Electrical and/or Mechanical Engineer |   |  |
| <b>GROUP F</b>                                  | 1146.10   | 32.75  |
| Senior Computer Operator                        |   |  |
| Assistant Purchasing and Stores Control Officer |   |  |
| Administrative Officer                          |   |  |
| <b>GROUP G</b>                                  | 1206.60   | 34.47  |
| Chemist   |   |  |
| Analyst and/or Programmer                       |   |  |
| Environmental Scientist                         |   |  |
| Paymaster                                       |   |  |
| Purchasing Officer                              |   |  |

|   | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate (based on 35-hour week)</b> |
|---|---|--|
|   | \$  | \$   |
| Stores Control Officer                        |   |  |
| Personnel Officer                             |   |  |
| Safety Officer                                |   |  |
| Assistant to the Chief Clerk                  |   |  |
| <b>GROUP H</b>                                | 1220.70   | 34.88  |
| Deputy  |   |  |
| Training Officer                              |   |  |
| Mines Rescue Training Officer Level 1         |   |  |
| Mines Rescue Technical Officer Level 1        |   |  |
| Occupational Hygienist/Statutory Dust Sampler |   |  |
| <b>GROUP I</b>                                | 1239.70   | 35.42  |
| Foreperson                                    |   |  |
| Senior Analyst and/or Programmer              |   |  |
| Coal Preparation Plant Foreperson (Tasmania)  |   |  |
| Commercial Officer                            |   |  |
| Assistant Accountant                          |   |  |
| Chief Clerk                                   |   |  |
| Purchasing and Store Control Officer          |   |  |
| Mine Surveyor                                 |   |  |
| Planning Officer                              |   |  |
| Occupational Health Nurse                     |   |  |
| Mines Rescue Training Officer Level 2         |   |  |
| Mines Rescue Technical Officer Level 2        |   |  |



|  | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate (based on 35-hour week)</b> |
|--|---|--|
|  | \$  | \$   |
| <b>GROUP J</b>   | 1256.50   | 35.90  |
| Engineer   |   |  |
| Assistant to the Chief Electrical and/or Mechanical Engineer |   |  |
| Open Cut Overseer  |   |  |
| Chief Surveyor   |   |  |
| Metallurgist   |   |  |
| Senior Chemist   |   |  |
| Geologist  |   |  |
| Assistant Undermanager                                       |   |  |
| Senior Foreperson  |   |  |
| Accountant   |   |  |
| Washing Plant Superintendent and/or Supervisor               |   |  |
| EDP Supervisor   |   |  |
| Mines Rescue Training Officer Level 3                        |   |  |
| Mines Rescue Technical Officer Level 3                       |   |  |
| <b>GROUP K</b>   | 1284.80   | 36.71  |
| Senior Geologist   |   |  |
| Chief Geologist  |   |  |
| Chief Chemist  |   |  |
| Senior Metallurgist  |   |  |
| Senior Engineer  |   |  |
| Senior Open Cut Overseer                                     |   |  |
| Coal Preparation Plant Supervisor                            |   |  |
| Undermanager   |   |  |

|   | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate (based on 35-hour week)</b> |
|---|---|--|
|   | <b>\$</b>   | <b>\$</b>  |
| Mines Rescue Training Coordinator                 |   |  |
| Mines Rescue Senior Technical Officer             |   |  |
| <b>GROUP L</b>                                    | 1316.20   | 37.61  |
| Production Supervisor                             |   |  |
| Chief Electrical and/or Mechanical Engineer       |   |  |
| Mines Rescue Assistant Superintendent             |   |  |
| <b>GROUP M</b>                                    | 1368.20   | 39.09  |
| Electrical and/or Mechanical Engineer (in charge) |   |  |
| Undermanager (in charge)                          |   |  |
| Mines Rescue Superintendent                       |   |  |

9. By deleting the table appearing in clause B.2.2 and inserting the following:

| <b>Age</b>     | <b>% of the Group A weekly rate</b> | <b>\$ per week</b> |
|----------------|-------------------------------------|--------------------|
| Up to 17 years | 65                                  | 675.29             |
| 17 to 18 years | 70                                  | 727.23             |
| 18 to 19 years | 80                                  | 831.12             |
| 19 to 20 years | 90                                  | 935.01             |
| 20 to 21 years | 95                                  | 986.96             |

10. By deleting the table appearing in clause B.2.3(a) and inserting the following:

| <b>Classification</b>       | <b>% of the Group J – Engineer’s weekly rate</b> | <b>\$ per week</b> |
|-----------------------------|--|--------------------|
| Graduate Engineer – Level 1 | 80   | 1005.20            |
| Graduate Engineer – Level 2 | 86   | 1080.59            |
| Graduate Engineer – Level 3 | 94   | 1181.11            |

11. By deleting the table appearing in clause B.2.3(b) and inserting the following:

| <b>Classification</b>         | <b>% of the Group I – Commercial Officer’s weekly rate</b> | <b>\$ per week</b> |
|-------------------------------|--|--------------------|
| Commercial Graduate – Level 1 | 80   | 991.76             |
| Commercial Graduate – Level 2 | 86   | 1066.14            |
| Commercial Graduate – Level 3 | 94   | 1165.32            |

12. By deleting the table appearing in clause B.3.1(a) and inserting the following:

| <b>Allowance</b>              | <b>Application</b>                                      | <b>% of Mineworker – Induction Level 2 Weekly Rate / reimbursement</b> | <b>\$</b> | <b>Payable</b>  |
|-------------------------------|---|--|-----------|---|
| First Aid Officer allowance   | Where an employee is appointed as the first aid officer | 0.76   | 7.51      | per day or shift or attendance at, or paid absence from, work |
| First Aid Attendant allowance | Where an employee is appointed as a first aid attendant | 0.45   | 4.45      | per day or shift  |

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

|                                 | <b>Ordinary hours</b> | <b>Saturday</b>      |                      | <b>Sunday</b> | <b>Public holiday</b> |
|---------------------------------|-----------------------|----------------------|----------------------|---------------|-----------------------|
|                                 |                       | <b>First 4 hours</b> | <b>After 4 hours</b> |               |                       |
| <b>% of minimum hourly rate</b> |                       |                      |                      |               |                       |
|                                 | <b>100%</b>           | <b>150%</b>          | <b>200%</b>          | <b>200%</b>   | <b>300%</b>           |
|                                 | <b>\$</b>             | <b>\$</b>            | <b>\$</b>            | <b>\$</b>     | <b>\$</b>             |
| Mineworker – Induction Level 1  | 27.69                 | 41.54                | 55.38                | 55.38         | 83.07                 |
| Mineworker – Induction Level 2  | 28.22                 | 42.33                | 56.44                | 56.44         | 84.66                 |
| Mineworker – Training           | 28.22                 | 42.33                | 56.44                | 56.44         | 84.66                 |

|                          | Ordinary hours                  | Saturday      |               | Sunday      | Public holiday |
|--------------------------|---------------------------------|---------------|---------------|-------------|----------------|
|                          |                                 | First 4 hours | After 4 hours |             |                |
|                          | <b>% of minimum hourly rate</b> |               |               |             |                |
|                          | <b>100%</b>                     | <b>150%</b>   | <b>200%</b>   | <b>200%</b> | <b>300%</b>    |
|                          | <b>\$</b>                       | <b>\$</b>     | <b>\$</b>     | <b>\$</b>   | <b>\$</b>      |
| Mineworker               | 30.17                           | 45.26         | 60.34         | 60.34       | 90.51          |
| Mineworker – Advanced    | 31.63                           | 47.45         | 63.26         | 63.26       | 94.89          |
| Mineworker – Specialised | 34.88                           | 52.32         | 69.76         | 69.76       | 104.64         |

14. By deleting the table appearing in clause C.1.2 and inserting the following:

|                                | Day Shift                       | Afternoon shift | Rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|--------------------------------|---------------------------------|-----------------|-----------------------------------|------------------------------------|
|                                | <b>% of minimum hourly rate</b> |                 |                                   |                                    |
|                                | <b>100%</b>                     | <b>115%</b>     | <b>115%</b>                       | <b>125%</b>                        |
|                                | <b>\$</b>                       | <b>\$</b>       | <b>\$</b>                         | <b>\$</b>                          |
| Mineworker – Induction Level 1 | 27.69                           | 31.84           | 31.84                             | 34.61                              |
| Mineworker – Induction Level 2 | 28.22                           | 32.45           | 32.45                             | 35.28                              |
| Mineworker – Training          | 28.22                           | 32.45           | 32.45                             | 35.28                              |
| Mineworker                     | 30.17                           | 34.70           | 34.70                             | 37.71                              |
| Mineworker – Advanced          | 31.63                           | 36.37           | 36.37                             | 39.54                              |
| Mineworker – Specialised       | 34.88                           | 40.11           | 40.11                             | 43.60                              |

15. By deleting the table appearing in clause C.1.3 and inserting the following:

|                                | Afternoon and rotating night shift <sup>1</sup> |               |             | Permanent night shift <sup>1</sup> |               |             |
|--------------------------------|---|---------------|-------------|------------------------------------|---------------|-------------|
|                                | Saturday  |               | Sunday      | Saturday                           |               | Sunday      |
|                                | First 4 hours                                   | After 4 hours |             | First 4 hours                      | After 4 hours |             |
|                                | <b>% of minimum hourly rate</b>                 |               |             |                                    |               |             |
|                                | <b>172.5%</b>                                   | <b>230%</b>   | <b>230%</b> | <b>187.5%</b>                      | <b>250%</b>   | <b>250%</b> |
|                                | <b>\$</b>                                       | <b>\$</b>     | <b>\$</b>   | <b>\$</b>                          | <b>\$</b>     | <b>\$</b>   |
| Mineworker – Induction Level 1 | 47.77   | 63.69         | 63.69       | 51.92                              | 69.23         | 69.23       |
| Mineworker –                   | 48.68   | 64.91         | 64.91       | 52.91                              | 70.55         | 70.55       |

|                          | Afternoon and rotating night shift <sup>1</sup> |               |             | Permanent night shift <sup>1</sup> |               |             |
|--------------------------|---|---------------|-------------|------------------------------------|---------------|-------------|
|                          | Saturday  |               | Sunday      | Saturday                           |               | Sunday      |
|                          | First 4 hours                                   | After 4 hours |             | First 4 hours                      | After 4 hours |             |
|                          | <b>% of minimum hourly rate</b>                 |               |             |                                    |               |             |
|                          | <b>172.5%</b>                                   | <b>230%</b>   | <b>230%</b> | <b>187.5%</b>                      | <b>250%</b>   | <b>250%</b> |
|                          | <b>\$</b>                                       | <b>\$</b>     | <b>\$</b>   | <b>\$</b>                          | <b>\$</b>     | <b>\$</b>   |
| Induction Level 2        |   |               |             |                                    |               |             |
| Mineworker – Training    | 48.68   | 64.91         | 64.91       | 52.91                              | 70.55         | 70.55       |
| Mineworker               | 52.04   | 69.39         | 69.39       | 56.57                              | 75.43         | 75.43       |
| Mineworker – Advanced    | 54.56   | 72.75         | 72.75       | 59.31                              | 79.08         | 79.08       |
| Mineworker – Specialised | 60.17   | 80.22         | 80.22       | 65.40                              | 87.20         | 87.20       |

16. By deleting the table appearing in clause C.1.4 and inserting the following:

|                                | Afternoon and rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|--------------------------------|---|------------------------------------|
|                                | <b>% of minimum hourly rate</b>                 |                                    |
|                                | <b>330%</b>                                     | <b>350%</b>                        |
|                                | <b>\$</b>                                       | <b>\$</b>                          |
| Mineworker – Induction Level 1 | 91.38   | 96.92                              |
| Mineworker – Induction Level 2 | 93.13   | 98.77                              |
| Mineworker – Training          | 93.13   | 98.77                              |
| Mineworker                     | 99.56   | 105.60                             |
| Mineworker – Advanced          | 104.38  | 110.71                             |
| Mineworker – Specialised       | 115.10  | 122.08                             |

17. By deleting the table appearing in clause C.1.5 and inserting the following:

|                                | Monday to Saturday              |               | Sunday      | Public holiday |
|--------------------------------|---------------------------------|---------------|-------------|----------------|
|                                | First 3 hours                   | After 3 hours |             |                |
|                                | <b>% of minimum hourly rate</b> |               |             |                |
|                                | <b>150%</b>                     | <b>200%</b>   | <b>200%</b> | <b>300%</b>    |
|                                | <b>\$</b>                       | <b>\$</b>     | <b>\$</b>   | <b>\$</b>      |
| Mineworker – Induction Level 1 | 41.54                           | 55.38         | 55.38       | 83.07          |

|                                   | <b>Monday to Saturday</b>       |                      | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------------------|---------------------------------|----------------------|---------------|-----------------------|
|                                   | <b>First 3 hours</b>            | <b>After 3 hours</b> |               |                       |
|                                   | <b>% of minimum hourly rate</b> |                      |               |                       |
|                                   | <b>150%</b>                     | <b>200%</b>          | <b>200%</b>   | <b>300%</b>           |
|                                   | <b>\$</b>                       | <b>\$</b>            | <b>\$</b>     | <b>\$</b>             |
| Mineworker –<br>Induction Level 2 | 42.33                           | 56.44                | 56.44         | 84.66                 |
| Mineworker –<br>Training          | 42.33                           | 56.44                | 56.44         | 84.66                 |
| Mineworker                        | 45.26                           | 60.34                | 60.34         | 90.51                 |
| Mineworker –<br>Advanced          | 47.45                           | 63.26                | 63.26         | 94.89                 |
| Mineworker –<br>Specialised       | 52.32                           | 69.76                | 69.76         | 104.64                |

18. By deleting the table appearing in clause C.1.6 and inserting the following:

|                                | <b>Afternoon and<br/>rotating night shift<sup>1</sup></b> | <b>Permanent night<br/>shift<sup>1</sup></b> |
|--------------------------------|---|--|
|                                | <b>% of minimum hourly rate</b>                           |  |
|                                | <b>215%</b>   | <b>225%</b>                                  |
|                                | <b>\$</b>   | <b>\$</b>                                    |
| Mineworker – Induction Level 1 | 59.53   | 62.30  |
| Mineworker – Induction Level 2 | 60.67   | 63.50  |
| Mineworker – Training          | 60.67   | 63.50  |
| Mineworker                     | 64.87   | 67.88  |
| Mineworker – Advanced          | 68.00   | 71.17  |
| Mineworker – Specialised       | 74.99   | 78.48  |

19. By deleting the table appearing in clause C.1.7 and inserting the following:

|                                | Afternoon and rotating night shift <sup>1</sup> |               |        | Permanent night shift <sup>1</sup> |               |        |
|--------------------------------|---|---------------|--------|------------------------------------|---------------|--------|
|                                | Saturday  |               | Sunday | Saturday                           |               | Sunday |
|                                | First 4 hours                                   | After 4 hours |        | First 4 hours                      | After 4 hours |        |
| % of minimum hourly rate       |   |               |        |                                    |               |        |
|                                | 222.5%  | 230%          | 230%   | 237.5%                             | 250%          | 250%   |
|                                | \$  | \$            | \$     | \$                                 | \$            | \$     |
| Mineworker – Induction Level 1 | 61.61   | 63.69         | 63.69  | 65.76                              | 69.23         | 69.23  |
| Mineworker – Induction Level 2 | 62.79   | 64.91         | 64.91  | 67.02                              | 70.55         | 70.55  |
| Mineworker – Training          | 62.79   | 64.91         | 64.91  | 67.02                              | 70.55         | 70.55  |
| Mineworker                     | 67.13   | 69.39         | 69.39  | 71.65                              | 75.43         | 75.43  |
| Mineworker – Advanced          | 70.38   | 72.75         | 72.75  | 75.12                              | 79.08         | 79.08  |
| Mineworker – Specialised       | 77.61   | 80.22         | 80.22  | 82.84                              | 87.20         | 87.20  |

20. By deleting the table appearing in clause C.1.8 and inserting the following:

|                                | Day shift | Afternoon and rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|--------------------------------|-----------|---|------------------------------------|
| % of minimum hourly rate       |           |   |                                    |
|                                | 300%      | 330%  | 350%                               |
|                                | \$        | \$  | \$                                 |
| Mineworker – Induction Level 1 | 83.07     | 91.38   | 96.92                              |
| Mineworker – Induction Level 2 | 84.66     | 93.13   | 98.77                              |
| Mineworker – Training          | 84.66     | 93.13   | 98.77                              |
| Mineworker                     | 90.51     | 99.56   | 105.60                             |
| Mineworker – Advanced          | 94.89     | 104.38  | 110.71                             |
| Mineworker – Specialised       | 104.64    | 115.10  | 122.08                             |

21. By deleting the table appearing in clause C.1.9 and inserting the following:

|                                | <b>% of minimum hourly rate</b> |
|--------------------------------|---------------------------------|
|                                | <b>200%</b>                     |
|                                | <b>\$</b>                       |
| Mineworker – Induction Level 1 | 55.38                           |
| Mineworker – Induction Level 2 | 56.44                           |
| Mineworker – Training          | 56.44                           |
| Mineworker                     | 60.34                           |
| Mineworker – Advanced          | 63.26                           |
| Mineworker – Specialised       | 69.76                           |

22. By deleting the table appearing in clause C.1.10 and inserting the following:

|                                | <b>Overtime on a public holiday</b> | <b>All other overtime</b> |
|--------------------------------|-------------------------------------|---------------------------|
|                                | <b>% of minimum hourly rate</b>     |                           |
|                                | <b>300%</b>                         | <b>200%</b>               |
|                                | <b>\$</b>                           | <b>\$</b>                 |
| Mineworker – Induction Level 1 | 83.07                               | 55.38                     |
| Mineworker – Induction Level 2 | 84.66                               | 56.44                     |
| Mineworker – Training          | 84.66                               | 56.44                     |
| Mineworker                     | 90.51                               | 60.34                     |
| Mineworker – Advanced          | 94.89                               | 63.26                     |
| Mineworker – Specialised       | 104.64                              | 69.76                     |

23. By deleting the table appearing in clause D.1.1 and inserting the following:

|                       | <b>Ordinary hours</b>           | <b>Saturday</b>      |                      | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|---------------------------------|----------------------|----------------------|---------------|-----------------------|
|                       |                                 | <b>First 4 hours</b> | <b>After 4 hours</b> |               |                       |
|                       | <b>% of minimum hourly rate</b> |                      |                      |               |                       |
|                       | <b>100%</b>                     | <b>150%</b>          | <b>200%</b>          | <b>200%</b>   | <b>300%</b>           |
| <b>Classification</b> | <b>\$</b>                       | <b>\$</b>            | <b>\$</b>            | <b>\$</b>     | <b>\$</b>             |
| Group A               | 29.68                           | 44.52                | 59.36                | 59.36         | 89.04                 |
| Group B               | 30.53                           | 45.80                | 61.06                | 61.06         | 91.59                 |



|                               | Ordinary hours | Saturday      |               | Sunday | Public holiday |
|-------------------------------|----------------|---------------|---------------|--------|----------------|
|                               |                | First 4 hours | After 4 hours |        |                |
| % of minimum hourly rate      |                |               |               |        |                |
|                               | 100%           | 150%          | 200%          | 200%   | 300%           |
| Classification                | \$             | \$            | \$            | \$     | \$             |
| Group C                       | 31.31          | 46.97         | 62.62         | 62.62  | 93.93          |
| Group D                       | 31.79          | 47.69         | 63.58         | 63.58  | 95.37          |
| Group E                       | 32.43          | 48.65         | 64.86         | 64.86  | 97.29          |
| Group F                       | 32.75          | 49.13         | 65.50         | 65.50  | 98.25          |
| Group G                       | 34.47          | 51.71         | 68.94         | 68.94  | 103.41         |
| Group H                       | 34.88          | 52.32         | 69.76         | 69.76  | 104.64         |
| Group I                       | 35.42          | 53.13         | 70.84         | 70.84  | 106.26         |
| Group J                       | 35.90          | 53.85         | 71.80         | 71.80  | 107.70         |
| Group K                       | 36.71          | 55.07         | 73.42         | 73.42  | 110.13         |
| Group L                       | 37.61          | 56.42         | 75.22         | 75.22  | 112.83         |
| Group M                       | 39.09          | 58.64         | 78.18         | 78.18  | 117.27         |
| Graduate Engineer – Level 1   | 28.72          | 43.08         | 57.44         | 57.44  | 86.16          |
| Graduate Engineer – Level 2   | 30.87          | 46.31         | 61.74         | 61.74  | 92.61          |
| Graduate Engineer – Level 3   | 33.75          | 50.63         | 67.50         | 67.50  | 101.25         |
| Commercial Graduate – Level 1 | 28.34          | 42.51         | 56.68         | 56.68  | 85.02          |
| Commercial Graduate – Level 2 | 30.46          | 45.69         | 60.92         | 60.92  | 91.38          |
| Commercial Graduate – Level 3 | 33.29          | 49.94         | 66.58         | 66.58  | 99.87          |

24. By deleting the table appearing in clause D.1.2 and inserting the following:

|                          | Day Shift | Afternoon shift | Rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|--------------------------|-----------|-----------------|-----------------------------------|------------------------------------|
| % of minimum hourly rate |           |                 |                                   |                                    |
|                          | 100%      | 115%            | 115%                              | 125%                               |
| Classification           | \$        | \$              | \$                                | \$                                 |
| Group A                  | 29.68     | 34.13           | 34.13                             | 37.10                              |

|                               | <b>Day Shift</b>                | <b>Afternoon shift</b> | <b>Rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|---------------------------------|------------------------|---|--|
|                               | <b>% of minimum hourly rate</b> |                        |   |  |
|                               | <b>100%</b>                     | <b>115%</b>            | <b>115%</b>                             | <b>125%</b>                              |
| <b>Classification</b>         | <b>\$</b>                       | <b>\$</b>              | <b>\$</b>                               | <b>\$</b>                                |
| Group B                       | 30.53                           | 35.11                  | 35.11                                   | 38.16                                    |
| Group C                       | 31.31                           | 36.01                  | 36.01                                   | 39.14                                    |
| Group D                       | 31.79                           | 36.56                  | 36.56                                   | 39.74                                    |
| Group E                       | 32.43                           | 37.29                  | 37.29                                   | 40.54                                    |
| Group F                       | 32.75                           | 37.66                  | 37.66                                   | 40.94                                    |
| Group G                       | 34.47                           | 39.64                  | 39.64                                   | 43.09                                    |
| Group H                       | 34.88                           | 40.11                  | 40.11                                   | 43.60                                    |
| Group I                       | 35.42                           | 40.73                  | 40.73                                   | 44.28                                    |
| Group J                       | 35.90                           | 41.29                  | 41.29                                   | 44.88                                    |
| Group K                       | 36.71                           | 42.22                  | 42.22                                   | 45.89                                    |
| Group L                       | 37.61                           | 43.25                  | 43.25                                   | 47.01                                    |
| Group M                       | 39.09                           | 44.95                  | 44.95                                   | 48.86                                    |
| Graduate Engineer – Level 1   | 28.72                           | 33.03                  | 33.03                                   | 35.90                                    |
| Graduate Engineer – Level 2   | 30.87                           | 35.50                  | 35.50                                   | 38.59                                    |
| Graduate Engineer – Level 3   | 33.75                           | 38.81                  | 38.81                                   | 42.19                                    |
| Commercial Graduate – Level 1 | 28.34                           | 32.59                  | 32.59                                   | 35.43                                    |
| Commercial Graduate – Level 2 | 30.46                           | 35.03                  | 35.03                                   | 38.08                                    |
| Commercial Graduate – Level 3 | 33.29                           | 38.28                  | 38.28                                   | 41.61                                    |

25. By deleting the table appearing in clause D.1.3 and inserting the following:

|                       | <b>Afternoon and rotating night shift<sup>1</sup></b> |                      |               | <b>Permanent night shift<sup>1</sup></b> |                      |               |
|-----------------------|---|----------------------|---------------|--|----------------------|---------------|
|                       | <b>Saturday</b>                                       |                      | <b>Sunday</b> | <b>Saturday</b>                          |                      | <b>Sunday</b> |
|                       | <b>First 4 hours</b>                                  | <b>After 4 hours</b> |               | <b>First 4 hours</b>                     | <b>After 4 hours</b> |               |
|                       | <b>% of minimum hourly rate</b>                       |                      |               |  |                      |               |
|                       | <b>172.5%</b>   | <b>230%</b>          | <b>230%</b>   | <b>187.5%</b>                            | <b>250%</b>          | <b>250%</b>   |
| <b>Classification</b> | <b>\$</b>   | <b>\$</b>            | <b>\$</b>     | <b>\$</b>                                | <b>\$</b>            | <b>\$</b>     |
| Group A               | 51.20   | 68.26                | 68.26         | 55.65                                    | 74.20                | 74.20         |
| Group B               | 52.66   | 70.22                | 70.22         | 57.24                                    | 76.33                | 76.33         |

|                               | Afternoon and rotating night shift <sup>1</sup> |               |        | Permanent night shift <sup>1</sup> |               |        |
|-------------------------------|---|---------------|--------|------------------------------------|---------------|--------|
|                               | Saturday  |               | Sunday | Saturday                           |               | Sunday |
|                               | First 4 hours                                   | After 4 hours |        | First 4 hours                      | After 4 hours |        |
| % of minimum hourly rate      |   |               |        |                                    |               |        |
|                               | 172.5%  | 230%          | 230%   | 187.5%                             | 250%          | 250%   |
| Classification                | \$  | \$            | \$     | \$                                 | \$            | \$     |
| Group C                       | 54.01   | 72.01         | 72.01  | 58.71                              | 78.28         | 78.28  |
| Group D                       | 54.84   | 73.12         | 73.12  | 59.61                              | 79.48         | 79.48  |
| Group E                       | 55.94   | 74.59         | 74.59  | 60.81                              | 81.08         | 81.08  |
| Group F                       | 56.49   | 75.33         | 75.33  | 61.41                              | 81.88         | 81.88  |
| Group G                       | 59.46   | 79.28         | 79.28  | 64.63                              | 86.18         | 86.18  |
| Group H                       | 60.17   | 80.22         | 80.22  | 65.40                              | 87.20         | 87.20  |
| Group I                       | 61.10   | 81.47         | 81.47  | 66.41                              | 88.55         | 88.55  |
| Group J                       | 61.93   | 82.57         | 82.57  | 67.31                              | 89.75         | 89.75  |
| Group K                       | 63.32   | 84.43         | 84.43  | 68.83                              | 91.78         | 91.78  |
| Group L                       | 64.88   | 86.50         | 86.50  | 70.52                              | 94.03         | 94.03  |
| Group M                       | 67.43   | 89.91         | 89.91  | 73.29                              | 97.73         | 97.73  |
| Graduate Engineer – Level 1   | 49.54   | 66.06         | 66.06  | 53.85                              | 71.80         | 71.80  |
| Graduate Engineer – Level 2   | 53.25   | 71.00         | 71.00  | 57.88                              | 77.18         | 77.18  |
| Graduate Engineer – Level 3   | 58.22   | 77.63         | 77.63  | 63.28                              | 84.38         | 84.38  |
| Commercial Graduate – Level 1 | 48.89   | 65.18         | 65.18  | 53.14                              | 70.85         | 70.85  |
| Commercial Graduate – Level 2 | 52.54   | 70.06         | 70.06  | 57.11                              | 76.15         | 76.15  |
| Commercial Graduate – Level 3 | 57.43   | 76.57         | 76.57  | 62.42                              | 83.23         | 83.23  |

26. By deleting the table appearing in clause D.1.4 and inserting the following:

|                | Afternoon and rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|----------------|---|------------------------------------|
|                | % of minimum hourly rate                        |                                    |
|                | 330%  | 350%                               |
| Classification | \$  | \$                                 |
| Group A        | 97.94   | 103.88                             |

|                               | <b>Afternoon and rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|---|--|
|                               | <b>% of minimum hourly rate</b>                       |  |
|                               | <b>330%</b>   | <b>350%</b>                              |
| <b>Classification</b>         | <b>\$</b>   | <b>\$</b>                                |
| Group B                       | 100.75  | 106.86                                   |
| Group C                       | 103.32  | 109.59                                   |
| Group D                       | 104.91  | 111.27                                   |
| Group E                       | 107.02  | 113.51                                   |
| Group F                       | 108.08  | 114.63                                   |
| Group G                       | 113.75  | 120.65                                   |
| Group H                       | 115.10  | 122.08                                   |
| Group I                       | 116.89  | 123.97                                   |
| Group J                       | 118.47  | 125.65                                   |
| Group K                       | 121.14  | 128.49                                   |
| Group L                       | 124.11  | 131.64                                   |
| Group M                       | 129.00  | 136.82                                   |
| Graduate Engineer – Level 1   | 94.78   | 100.52                                   |
| Graduate Engineer – Level 2   | 101.87  | 108.05                                   |
| Graduate Engineer – Level 3   | 111.38  | 118.13                                   |
| Commercial Graduate – Level 1 | 93.52   | 99.19                                    |
| Commercial Graduate – Level 2 | 100.52  | 106.61                                   |
| Commercial Graduate – Level 3 | 109.86  | 116.52                                   |

27. By deleting the table appearing in clause D.1.5 and inserting the following:

|                       | <b>Monday to Saturday</b>       |                      | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|---------------------------------|----------------------|---------------|-----------------------|
|                       | <b>First 3 hours</b>            | <b>After 3 hours</b> |               |                       |
|                       | <b>% of minimum hourly rate</b> |                      |               |                       |
|                       | <b>150%</b>                     | <b>200%</b>          | <b>200%</b>   | <b>300%</b>           |
| <b>Classification</b> | <b>\$</b>                       | <b>\$</b>            | <b>\$</b>     | <b>\$</b>             |
| Group A               | 44.52                           | 59.36                | 59.36         | 89.04                 |
| Group B               | 45.80                           | 61.06                | 61.06         | 91.59                 |
| Group C               | 46.97                           | 62.62                | 62.62         | 93.93                 |
| Group D               | 47.69                           | 63.58                | 63.58         | 95.37                 |

|                               | Monday to Saturday       |               | Sunday | Public holiday |
|-------------------------------|--------------------------|---------------|--------|----------------|
|                               | First 3 hours            | After 3 hours |        |                |
|                               | % of minimum hourly rate |               |        |                |
|                               | 150%                     | 200%          | 200%   | 300%           |
| Classification                | \$                       | \$            | \$     | \$             |
| Group E                       | 48.65                    | 64.86         | 64.86  | 97.29          |
| Group F                       | 49.13                    | 65.50         | 65.50  | 98.25          |
| Group G                       | 51.71                    | 68.94         | 68.94  | 103.41         |
| Group H                       | 52.32                    | 69.76         | 69.76  | 104.64         |
| Group I                       | 53.13                    | 70.84         | 70.84  | 106.26         |
| Group J                       | 53.85                    | 71.80         | 71.80  | 107.70         |
| Group K                       | 55.07                    | 73.42         | 73.42  | 110.13         |
| Group L                       | 56.42                    | 75.22         | 75.22  | 112.83         |
| Group M                       | 58.64                    | 78.18         | 78.18  | 117.27         |
| Graduate Engineer – Level 1   | 43.08                    | 57.44         | 57.44  | 86.16          |
| Graduate Engineer – Level 2   | 46.31                    | 61.74         | 61.74  | 92.61          |
| Graduate Engineer – Level 3   | 50.63                    | 67.50         | 67.50  | 101.25         |
| Commercial Graduate – Level 1 | 42.51                    | 56.68         | 56.68  | 85.02          |
| Commercial Graduate – Level 2 | 45.69                    | 60.92         | 60.92  | 91.38          |
| Commercial Graduate – Level 3 | 49.94                    | 66.58         | 66.58  | 99.87          |

28. By deleting the table appearing in clause D.1.6 and inserting the following:

|                | Afternoon and rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|----------------|---|------------------------------------|
|                | % of minimum hourly rate                        |                                    |
|                | 215%  | 225%                               |
| Classification | \$  | \$                                 |
| Group A        | 63.81   | 66.78                              |
| Group B        | 65.64   | 68.69                              |
| Group C        | 67.32   | 70.45                              |

|                               | <b>Afternoon and rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|---|--|
|                               | <b>% of minimum hourly rate</b>                       |  |
|                               | <b>215%</b>   | <b>225%</b>                              |
| <b>Classification</b>         | <b>\$</b>   | <b>\$</b>                                |
| Group D                       | 68.35   | 71.53                                    |
| Group E                       | 69.72   | 72.97                                    |
| Group F                       | 70.41   | 73.69                                    |
| Group G                       | 74.11   | 77.56                                    |
| Group H                       | 74.99   | 78.48                                    |
| Group I                       | 76.15   | 79.70                                    |
| Group J                       | 77.19   | 80.78                                    |
| Group K                       | 78.93   | 82.60                                    |
| Group L                       | 80.86   | 84.62                                    |
| Group M                       | 84.04   | 87.95                                    |
| Graduate Engineer – Level 1   | 61.75   | 64.62                                    |
| Graduate Engineer – Level 2   | 66.37   | 69.46                                    |
| Graduate Engineer – Level 3   | 72.56   | 75.94                                    |
| Commercial Graduate – Level 1 | 60.93   | 63.77                                    |
| Commercial Graduate – Level 2 | 65.49   | 68.54                                    |
| Commercial Graduate – Level 3 | 71.57   | 74.90                                    |

29. By deleting the table appearing in clause D.1.7 and inserting the following:

|                       | <b>Afternoon and rotating night shift<sup>1</sup></b> |                      |               | <b>Permanent night shift<sup>1</sup></b> |                      |               |
|-----------------------|---|----------------------|---------------|--|----------------------|---------------|
|                       | <b>Saturday</b>                                       |                      | <b>Sunday</b> | <b>Saturday</b>                          |                      | <b>Sunday</b> |
|                       | <b>First 4 hours</b>                                  | <b>After 4 hours</b> |               | <b>First 4 hours</b>                     | <b>After 4 hours</b> |               |
|                       | <b>% of minimum hourly rate</b>                       |                      |               |  |                      |               |
|                       | <b>222.5%</b>   | <b>230%</b>          | <b>230%</b>   | <b>237.5%</b>                            | <b>250%</b>          | <b>250%</b>   |
| <b>Classification</b> | <b>\$</b>   | <b>\$</b>            | <b>\$</b>     | <b>\$</b>                                | <b>\$</b>            | <b>\$</b>     |
| Group A               | 66.04   | 68.26                | 68.26         | 70.49                                    | 74.20                | 74.20         |
| Group B               | 67.93   | 70.22                | 70.22         | 72.51                                    | 76.33                | 76.33         |
| Group C               | 69.66   | 72.01                | 72.01         | 74.36                                    | 78.28                | 78.28         |
| Group D               | 70.73   | 73.12                | 73.12         | 75.50                                    | 79.48                | 79.48         |

|                               | Afternoon and rotating night shift <sup>1</sup> |               |        | Permanent night shift <sup>1</sup> |               |        |
|-------------------------------|---|---------------|--------|------------------------------------|---------------|--------|
|                               | Saturday  |               | Sunday | Saturday                           |               | Sunday |
|                               | First 4 hours                                   | After 4 hours |        | First 4 hours                      | After 4 hours |        |
|                               | % of minimum hourly rate                        |               |        |                                    |               |        |
|                               | 222.5%  | 230%          | 230%   | 237.5%                             | 250%          | 250%   |
| <b>Classification</b>         | \$  | \$            | \$     | \$                                 | \$            | \$     |
| Group E                       | 72.16   | 74.59         | 74.59  | 77.02                              | 81.08         | 81.08  |
| Group F                       | 72.87   | 75.33         | 75.33  | 77.78                              | 81.88         | 81.88  |
| Group G                       | 76.70   | 79.28         | 79.28  | 81.87                              | 86.18         | 86.18  |
| Group H                       | 77.61   | 80.22         | 80.22  | 82.84                              | 87.20         | 87.20  |
| Group I                       | 78.81   | 81.47         | 81.47  | 84.12                              | 88.55         | 88.55  |
| Group J                       | 79.88   | 82.57         | 82.57  | 85.26                              | 89.75         | 89.75  |
| Group K                       | 81.68   | 84.43         | 84.43  | 87.19                              | 91.78         | 91.78  |
| Group L                       | 83.68   | 86.50         | 86.50  | 89.32                              | 94.03         | 94.03  |
| Group M                       | 86.98   | 89.91         | 89.91  | 92.84                              | 97.73         | 97.73  |
| Graduate Engineer – Level 1   | 63.90   | 66.06         | 66.06  | 68.21                              | 71.80         | 71.80  |
| Graduate Engineer – Level 2   | 68.69   | 71.00         | 71.00  | 73.32                              | 77.18         | 77.18  |
| Graduate Engineer – Level 3   | 75.09   | 77.63         | 77.63  | 80.16                              | 84.38         | 84.38  |
| Commercial Graduate – Level 1 | 63.06   | 65.18         | 65.18  | 67.31                              | 70.85         | 70.85  |
| Commercial Graduate – Level 2 | 67.77   | 70.06         | 70.06  | 72.34                              | 76.15         | 76.15  |
| Commercial Graduate – Level 3 | 74.07   | 76.57         | 76.57  | 79.06                              | 83.23         | 83.23  |

30. By deleting the table appearing in clause D.1.8 and inserting the following:

|                       | Day shift                | Afternoon and rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|-----------------------|--------------------------|---|------------------------------------|
|                       | % of minimum hourly rate |   |                                    |
|                       | 300%                     | 330%  | 350%                               |
| <b>Classification</b> | \$                       | \$  | \$                                 |
| Group A               | 89.04                    | 97.94   | 103.88                             |

|                               | <b>Day shift</b>                | <b>Afternoon and rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|---------------------------------|---|--|
|                               | <b>% of minimum hourly rate</b> |   |  |
|                               | <b>300%</b>                     | <b>330%</b>   | <b>350%</b>                              |
| <b>Classification</b>         | <b>\$</b>                       | <b>\$</b>   | <b>\$</b>                                |
| Group B                       | 91.59                           | 100.75  | 106.86                                   |
| Group C                       | 93.93                           | 103.32  | 109.59                                   |
| Group D                       | 95.37                           | 104.91  | 111.27                                   |
| Group E                       | 97.29                           | 107.02  | 113.51                                   |
| Group F                       | 98.25                           | 108.08  | 114.63                                   |
| Group G                       | 103.41                          | 113.75  | 120.65                                   |
| Group H                       | 104.64                          | 115.10  | 122.08                                   |
| Group I                       | 106.26                          | 116.89  | 123.97                                   |
| Group J                       | 107.70                          | 118.47  | 125.65                                   |
| Group K                       | 110.13                          | 121.14  | 128.49                                   |
| Group L                       | 112.83                          | 124.11  | 131.64                                   |
| Group M                       | 117.27                          | 129.00  | 136.82                                   |
| Graduate Engineer – Level 1   | 86.16                           | 94.78   | 100.52                                   |
| Graduate Engineer – Level 2   | 92.61                           | 101.87  | 108.05                                   |
| Graduate Engineer – Level 3   | 101.25                          | 111.38  | 118.13                                   |
| Commercial Graduate – Level 1 | 85.02                           | 93.52   | 99.19                                    |
| Commercial Graduate – Level 2 | 91.38                           | 100.52  | 106.61                                   |
| Commercial Graduate – Level 3 | 99.87                           | 109.86  | 116.52                                   |

31. By deleting the table appearing in clause D.1.9 and inserting the following:

|                       | <b>% of minimum hourly rate</b> |
|-----------------------|---------------------------------|
|                       | <b>200%</b>                     |
| <b>Classification</b> | <b>\$</b>                       |
| Group A               | 59.36                           |
| Group B               | 61.06                           |
| Group C               | 62.62                           |
| Group D               | 63.58                           |
| Group E               | 64.86                           |



|                               | <b>% of minimum hourly rate</b> |
|-------------------------------|---------------------------------|
|                               | <b>200%</b>                     |
| <b>Classification</b>         | <b>\$</b>                       |
| Group F                       | 65.50                           |
| Group G                       | 68.94                           |
| Group H                       | 69.76                           |
| Group I                       | 70.84                           |
| Group J                       | 71.80                           |
| Group K                       | 73.42                           |
| Group L                       | 75.22                           |
| Group M                       | 78.18                           |
| Graduate Engineer – Level 1   | 57.44                           |
| Graduate Engineer – Level 2   | 61.74                           |
| Graduate Engineer – Level 3   | 67.50                           |
| Commercial Graduate – Level 1 | 56.68                           |
| Commercial Graduate – Level 2 | 60.92                           |
| Commercial Graduate – Level 3 | 66.58                           |

32. By deleting the table appearing in clause D.1.10 and inserting the following:

|                       | <b>Overtime on a public holiday</b> | <b>All other overtime</b> |
|-----------------------|-------------------------------------|---------------------------|
|                       | <b>% of minimum hourly rate</b>     |                           |
|                       | <b>300%</b>                         | <b>200%</b>               |
| <b>Classification</b> | <b>\$</b>                           | <b>\$</b>                 |
| Group A               | 89.04                               | 59.36                     |
| Group B               | 91.59                               | 61.06                     |
| Group C               | 93.93                               | 62.62                     |
| Group D               | 95.37                               | 63.58                     |
| Group E               | 97.29                               | 64.86                     |
| Group F               | 98.25                               | 65.50                     |
| Group G               | 103.41                              | 68.94                     |
| Group H               | 104.64                              | 69.76                     |
| Group I               | 106.26                              | 70.84                     |
| Group J               | 107.70                              | 71.80                     |

|                               | <b>Overtime on a public holiday</b> | <b>All other overtime</b> |
|-------------------------------|-------------------------------------|---------------------------|
|                               | <b>% of minimum hourly rate</b>     |                           |
|                               | <b>300%</b>                         | <b>200%</b>               |
| <b>Classification</b>         | <b>\$</b>                           | <b>\$</b>                 |
| Group K                       | 110.13                              | 73.42                     |
| Group L                       | 112.83                              | 75.22                     |
| Group M                       | 117.27                              | 78.18                     |
| Graduate Engineer – Level 1   | 86.16                               | 57.44                     |
| Graduate Engineer – Level 2   | 92.61                               | 61.74                     |
| Graduate Engineer – Level 3   | 101.25                              | 67.50                     |
| Commercial Graduate – Level 1 | 85.02                               | 56.68                     |
| Commercial Graduate – Level 2 | 91.38                               | 60.92                     |
| Commercial Graduate – Level 3 | 99.87                               | 66.58                     |

33. By deleting the table appearing in clause D.2.1 and inserting the following:

|                       | <b>Ordinary hours</b>                  | <b>Saturday</b>      |                      | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|--|----------------------|----------------------|---------------|-----------------------|
|                       |  | <b>First 4 hours</b> | <b>After 4 hours</b> |               |                       |
|                       | <b>% of casual minimum hourly rate</b> |                      |                      |               |                       |
|                       | <b>100%</b>                            | <b>150%</b>          | <b>200%</b>          | <b>200%</b>   | <b>300%</b>           |
| <b>Classification</b> | <b>\$</b>                              | <b>\$</b>            | <b>\$</b>            | <b>\$</b>     | <b>\$</b>             |
| Group A               | 37.10                                  | 55.65                | 74.20                | 74.20         | 111.30                |
| Group B               | 38.16                                  | 57.24                | 76.32                | 76.32         | 114.48                |
| Group C               | 39.14                                  | 58.71                | 78.28                | 78.28         | 117.42                |
| Group D               | 39.74                                  | 59.61                | 79.48                | 79.48         | 119.22                |
| Group E               | 40.54                                  | 60.81                | 81.08                | 81.08         | 121.62                |
| Group F               | 40.94                                  | 61.41                | 81.88                | 81.88         | 122.82                |
| Group G               | 43.09                                  | 64.64                | 86.18                | 86.18         | 129.27                |
| Group H               | 43.60                                  | 65.40                | 87.20                | 87.20         | 130.80                |
| Group I               | 44.28                                  | 66.42                | 88.56                | 88.56         | 132.84                |
| Group J               | 44.88                                  | 67.32                | 89.76                | 89.76         | 134.64                |
| Group K               | 45.89                                  | 68.84                | 91.78                | 91.78         | 137.67                |
| Group L               | 47.01                                  | 70.52                | 94.02                | 94.02         | 141.03                |

|                               | Ordinary hours                         | Saturday      |               | Sunday      | Public holiday |
|-------------------------------|--|---------------|---------------|-------------|----------------|
|                               |  | First 4 hours | After 4 hours |             |                |
|                               | <b>% of casual minimum hourly rate</b> |               |               |             |                |
|                               | <b>100%</b>                            | <b>150%</b>   | <b>200%</b>   | <b>200%</b> | <b>300%</b>    |
| <b>Classification</b>         | <b>\$</b>                              | <b>\$</b>     | <b>\$</b>     | <b>\$</b>   | <b>\$</b>      |
| Group M                       | 48.86                                  | 73.29         | 97.72         | 97.72       | 146.58         |
| Graduate Engineer – Level 1   | 35.90                                  | 53.85         | 71.80         | 71.80       | 107.70         |
| Graduate Engineer – Level 2   | 38.59                                  | 57.89         | 77.18         | 77.18       | 115.77         |
| Graduate Engineer – Level 3   | 42.19                                  | 63.29         | 84.38         | 84.38       | 126.57         |
| Commercial Graduate – Level 1 | 35.43                                  | 53.15         | 70.86         | 70.86       | 106.29         |
| Commercial Graduate – Level 2 | 38.08                                  | 57.12         | 76.16         | 76.16       | 114.24         |
| Commercial Graduate – Level 3 | 41.61                                  | 62.42         | 83.22         | 83.22       | 124.83         |

34. By deleting the table appearing in clause D.2.2 and inserting the following:

|                       | Day shift                              | Afternoon shift | Rotating night shift <sup>1</sup> | Permanent night shift <sup>1</sup> |
|-----------------------|--|-----------------|-----------------------------------|------------------------------------|
|                       | <b>% of casual minimum hourly rate</b> |                 |                                   |                                    |
|                       | <b>100%</b>                            | <b>115%</b>     | <b>115%</b>                       | <b>125%</b>                        |
| <b>Classification</b> | <b>\$</b>                              | <b>\$</b>       | <b>\$</b>                         | <b>\$</b>                          |
| Group A               | 37.10                                  | 42.67           | 42.67                             | 46.38                              |
| Group B               | 38.16                                  | 43.88           | 43.88                             | 47.70                              |
| Group C               | 39.14                                  | 45.01           | 45.01                             | 48.93                              |
| Group D               | 39.74                                  | 45.70           | 45.70                             | 49.68                              |

|                               | <b>Day shift</b>                       | <b>Afternoon shift</b> | <b>Rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|--|------------------------|---|--|
|                               | <b>% of casual minimum hourly rate</b> |                        |   |  |
|                               | <b>100%</b>                            | <b>115%</b>            | <b>115%</b>                             | <b>125%</b>                              |
| <b>Classification</b>         | <b>\$</b>                              | <b>\$</b>              | <b>\$</b>                               | <b>\$</b>                                |
| Group E                       | 40.54                                  | 46.62                  | 46.62                                   | 50.68                                    |
| Group F                       | 40.94                                  | 47.08                  | 47.08                                   | 51.18                                    |
| Group G                       | 43.09                                  | 49.55                  | 49.55                                   | 53.86                                    |
| Group H                       | 43.60                                  | 50.14                  | 50.14                                   | 54.50                                    |
| Group I                       | 44.28                                  | 50.92                  | 50.92                                   | 55.35                                    |
| Group J                       | 44.88                                  | 51.61                  | 51.61                                   | 56.10                                    |
| Group K                       | 45.89                                  | 52.77                  | 52.77                                   | 57.36                                    |
| Group L                       | 47.01                                  | 54.06                  | 54.06                                   | 58.76                                    |
| Group M                       | 48.86                                  | 56.19                  | 56.19                                   | 61.08                                    |
| Graduate Engineer – Level 1   | 35.90                                  | 41.29                  | 41.29                                   | 44.88                                    |
| Graduate Engineer – Level 2   | 38.59                                  | 44.38                  | 44.38                                   | 48.24                                    |
| Graduate Engineer – Level 3   | 42.19                                  | 48.52                  | 48.52                                   | 52.74                                    |
| Commercial Graduate – Level 1 | 35.43                                  | 40.74                  | 40.74                                   | 44.29                                    |
| Commercial Graduate – Level 2 | 38.08                                  | 43.79                  | 43.79                                   | 47.60                                    |
| Commercial Graduate – Level 3 | 41.61                                  | 47.85                  | 47.85                                   | 52.01                                    |

35. By deleting the table appearing in clause D.2.3 and inserting the following:

|                               | Afternoon and rotating night shift <sup>1</sup> |               |        | Permanent night shift <sup>1</sup> |               |        |
|-------------------------------|---|---------------|--------|------------------------------------|---------------|--------|
|                               | Saturday  |               | Sunday | Saturday                           |               | Sunday |
|                               | First 4 hours                                   | After 4 hours |        | First 4 hours                      | After 4 hours |        |
|                               | % of casual minimum hourly rate                 |               |        |                                    |               |        |
|                               | 172.5%  | 230%          | 230%   | 187.5%                             | 250%          | 250%   |
| Classification                | \$  | \$            | \$     | \$                                 | \$            | \$     |
| Group A                       | 64.00   | 85.33         | 85.33  | 69.56                              | 92.75         | 92.75  |
| Group B                       | 65.83   | 87.77         | 87.77  | 71.55                              | 95.40         | 95.40  |
| Group C                       | 67.52   | 90.02         | 90.02  | 73.39                              | 97.85         | 97.85  |
| Group D                       | 68.55   | 91.40         | 91.40  | 74.51                              | 99.35         | 99.35  |
| Group E                       | 69.93   | 93.24         | 93.24  | 76.01                              | 101.35        | 101.35 |
| Group F                       | 70.62   | 94.16         | 94.16  | 76.76                              | 102.35        | 102.35 |
| Group G                       | 74.33   | 99.11         | 99.11  | 80.79                              | 107.73        | 107.73 |
| Group H                       | 75.21   | 100.28        | 100.28 | 81.75                              | 109.00        | 109.00 |
| Group I                       | 76.38   | 101.84        | 101.84 | 83.03                              | 110.70        | 110.70 |
| Group J                       | 77.42   | 103.22        | 103.22 | 84.15                              | 112.20        | 112.20 |
| Group K                       | 79.16   | 105.55        | 105.55 | 86.04                              | 114.73        | 114.73 |
| Group L                       | 81.09   | 108.12        | 108.12 | 88.14                              | 117.53        | 117.53 |
| Group M                       | 84.28   | 112.38        | 112.38 | 91.61                              | 122.15        | 122.15 |
| Graduate Engineer – Level 1   | 61.93   | 82.57         | 82.57  | 67.31                              | 89.75         | 89.75  |
| Graduate Engineer – Level 2   | 66.57   | 88.76         | 88.76  | 72.36                              | 96.48         | 96.48  |
| Graduate Engineer – Level 3   | 72.78   | 97.04         | 97.04  | 79.11                              | 105.48        | 105.48 |
| Commercial Graduate – Level 1 | 61.12   | 81.49         | 81.49  | 66.43                              | 88.58         | 88.58  |
| Commercial Graduate – Level 2 | 65.69   | 87.58         | 87.58  | 71.40                              | 95.20         | 95.20  |
| Commercial Graduate – Level 3 | 71.78   | 95.70         | 95.70  | 78.02                              | 104.03        | 104.03 |

36. By deleting the table appearing in clause D.2.4 and inserting the following:

|                               | <b>Afternoon and<br/>rotating night shift<sup>1</sup></b> | <b>Permanent night<br/>shift<sup>1</sup></b> |
|-------------------------------|---|--|
|                               | <b>% of casual minimum hourly rate</b>                    |  |
|                               | <b>330%</b>   | <b>350%</b>                                  |
| <b>Classification</b>         | <b>\$</b>   | <b>\$</b>                                    |
| Group A                       | 122.43  | 129.85                                       |
| Group B                       | 125.93  | 133.56                                       |
| Group C                       | 129.16  | 136.99                                       |
| Group D                       | 131.14  | 139.09                                       |
| Group E                       | 133.78  | 141.89                                       |
| Group F                       | 135.10  | 143.29                                       |
| Group G                       | 142.20  | 150.82                                       |
| Group H                       | 143.88  | 152.60                                       |
| Group I                       | 146.12  | 154.98                                       |
| Group J                       | 148.10  | 157.08                                       |
| Group K                       | 151.44  | 160.62                                       |
| Group L                       | 155.13  | 164.54                                       |
| Group M                       | 161.24  | 171.01                                       |
| Graduate Engineer – Level 1   | 118.47  | 125.65                                       |
| Graduate Engineer – Level 2   | 127.35  | 135.07                                       |
| Graduate Engineer – Level 3   | 139.23  | 147.67                                       |
| Commercial Graduate – Level 1 | 116.92  | 124.01                                       |
| Commercial Graduate – Level 2 | 125.66  | 133.28                                       |
| Commercial Graduate – Level 3 | 137.31  | 145.64                                       |

37. By deleting the table appearing in clause D.2.5 and inserting the following:

|                                  | Monday to Saturday              |               | Sunday | Public holiday |
|----------------------------------|---------------------------------|---------------|--------|----------------|
|                                  | First 3 hours                   | After 3 hours |        |                |
|                                  | % of casual minimum hourly rate |               |        |                |
|                                  | 150%                            | 200%          | 200%   | 300%           |
| Classification                   | \$                              | \$            | \$     | \$             |
| Group A                          | 55.65                           | 74.20         | 74.20  | 111.30         |
| Group B                          | 57.24                           | 76.32         | 76.32  | 114.48         |
| Group C                          | 58.71                           | 78.28         | 78.28  | 117.42         |
| Group D                          | 59.61                           | 79.48         | 79.48  | 119.22         |
| Group E                          | 60.81                           | 81.08         | 81.08  | 121.62         |
| Group F                          | 61.41                           | 81.88         | 81.88  | 122.82         |
| Group G                          | 64.64                           | 86.18         | 86.18  | 129.27         |
| Group H                          | 65.40                           | 87.20         | 87.20  | 130.80         |
| Group I                          | 66.42                           | 88.56         | 88.56  | 132.84         |
| Group J                          | 67.32                           | 89.76         | 89.76  | 134.64         |
| Group K                          | 68.84                           | 91.78         | 91.78  | 137.67         |
| Group L                          | 70.52                           | 94.02         | 94.02  | 141.03         |
| Group M                          | 73.29                           | 97.72         | 97.72  | 146.58         |
| Graduate Engineer –<br>Level 1   | 53.85                           | 71.80         | 71.80  | 107.70         |
| Graduate Engineer –<br>Level 2   | 57.89                           | 77.18         | 77.18  | 115.77         |
| Graduate Engineer –<br>Level 3   | 63.29                           | 84.38         | 84.38  | 126.57         |
| Commercial Graduate –<br>Level 1 | 53.15                           | 70.86         | 70.86  | 106.29         |
| Commercial Graduate –<br>Level 2 | 57.12                           | 76.16         | 76.16  | 114.24         |
| Commercial Graduate –<br>Level 3 | 62.42                           | 83.22         | 83.22  | 124.83         |

38. By deleting the table appearing in clause D.2.6 and inserting the following:

|                               | <b>Afternoon and<br/>rotating night shift<sup>1</sup></b> | <b>Permanent night<br/>shift<sup>1</sup></b> |
|-------------------------------|---|--|
|                               | <b>% of casual minimum hourly rate</b>                    |  |
|                               | <b>215%</b>   | <b>225%</b>                                  |
| <b>Classification</b>         | <b>\$</b>   | <b>\$</b>                                    |
| Group A                       | 79.77   | 83.48  |
| Group B                       | 82.04   | 85.86  |
| Group C                       | 84.15   | 88.07  |
| Group D                       | 85.44   | 89.42  |
| Group E                       | 87.16   | 91.22  |
| Group F                       | 88.02   | 92.12  |
| Group G                       | 92.64   | 96.95  |
| Group H                       | 93.74   | 98.10  |
| Group I                       | 95.20   | 99.63  |
| Group J                       | 96.49   | 100.98                                       |
| Group K                       | 98.66   | 103.25                                       |
| Group L                       | 101.07  | 105.77                                       |
| Group M                       | 105.05  | 109.94                                       |
| Graduate Engineer – Level 1   | 77.19   | 80.78  |
| Graduate Engineer – Level 2   | 82.97   | 86.83  |
| Graduate Engineer – Level 3   | 90.71   | 94.93  |
| Commercial Graduate – Level 1 | 76.17   | 79.72  |
| Commercial Graduate – Level 2 | 81.87   | 85.68  |
| Commercial Graduate – Level 3 | 89.46   | 93.62  |



39. By deleting the table appearing in clause D.2.7 and inserting the following:

|                                 | Afternoon and rotating night shift <sup>1</sup> |               |        | Permanent night shift <sup>1</sup> |               |        |
|---------------------------------|---|---------------|--------|------------------------------------|---------------|--------|
|                                 | Saturday  |               | Sunday | Saturday                           |               | Sunday |
|                                 | First 4 hours                                   | After 4 hours |        | First 4 hours                      | After 4 hours |        |
| % of casual minimum hourly rate |   |               |        |                                    |               |        |
|                                 | 222.5%  | 230%          | 230%   | 237.5%                             | 250%          | 250%   |
| Classification                  | \$  | \$            | \$     | \$                                 | \$            | \$     |
| Group A                         | 82.55   | 85.33         | 85.33  | 88.11                              | 92.75         | 92.75  |
| Group B                         | 84.91   | 87.77         | 87.77  | 90.63                              | 95.40         | 95.40  |
| Group C                         | 87.09   | 90.02         | 90.02  | 92.96                              | 97.85         | 97.85  |
| Group D                         | 88.42   | 91.40         | 91.40  | 94.38                              | 99.35         | 99.35  |
| Group E                         | 90.20   | 93.24         | 93.24  | 96.28                              | 101.35        | 101.35 |
| Group F                         | 91.09   | 94.16         | 94.16  | 97.23                              | 102.35        | 102.35 |
| Group G                         | 95.88   | 99.11         | 99.11  | 102.34                             | 107.73        | 107.73 |
| Group H                         | 97.01   | 100.28        | 100.28 | 103.55                             | 109.00        | 109.00 |
| Group I                         | 98.52   | 101.84        | 101.84 | 105.17                             | 110.70        | 110.70 |
| Group J                         | 99.86   | 103.22        | 103.22 | 106.59                             | 112.20        | 112.20 |
| Group K                         | 102.11  | 105.55        | 105.55 | 108.99                             | 114.73        | 114.73 |
| Group L                         | 104.60  | 108.12        | 108.12 | 111.65                             | 117.53        | 117.53 |
| Group M                         | 108.71  | 112.38        | 112.38 | 116.04                             | 122.15        | 122.15 |
| Graduate Engineer – Level 1     | 79.88   | 82.57         | 82.57  | 85.26                              | 89.75         | 89.75  |
| Graduate Engineer – Level 2     | 85.86   | 88.76         | 88.76  | 91.65                              | 96.48         | 96.48  |
| Graduate Engineer – Level 3     | 93.87   | 97.04         | 97.04  | 100.20                             | 105.48        | 105.48 |
| Commercial Graduate – Level 1   | 78.83   | 81.49         | 81.49  | 84.15                              | 88.58         | 88.58  |
| Commercial Graduate – Level 2   | 84.73   | 87.58         | 87.58  | 90.44                              | 95.20         | 95.20  |
| Commercial Graduate – Level 3   | 92.58   | 95.70         | 95.70  | 98.82                              | 104.03        | 104.03 |

40. By deleting the table appearing in clause D.2.8 and inserting the following:

|                               | <b>Day shift</b>                       | <b>Afternoon and rotating night shift<sup>1</sup></b> | <b>Permanent night shift<sup>1</sup></b> |
|-------------------------------|--|---|--|
|                               | <b>% of casual minimum hourly rate</b> |   |  |
|                               | <b>300%</b>                            | <b>330%</b>   | <b>350%</b>                              |
| <b>Classification</b>         | <b>\$</b>                              | <b>\$</b>   | <b>\$</b>                                |
| Group A                       | 111.30                                 | 122.43  | 129.85                                   |
| Group B                       | 114.48                                 | 125.93  | 133.56                                   |
| Group C                       | 117.42                                 | 129.16  | 136.99                                   |
| Group D                       | 119.22                                 | 131.14  | 139.09                                   |
| Group E                       | 121.62                                 | 133.78  | 141.89                                   |
| Group F                       | 122.82                                 | 135.10  | 143.29                                   |
| Group G                       | 129.27                                 | 142.20  | 150.82                                   |
| Group H                       | 130.80                                 | 143.88  | 152.60                                   |
| Group I                       | 132.84                                 | 146.12  | 154.98                                   |
| Group J                       | 134.64                                 | 148.10  | 157.08                                   |
| Group K                       | 137.67                                 | 151.44  | 160.62                                   |
| Group L                       | 141.03                                 | 155.13  | 164.54                                   |
| Group M                       | 146.58                                 | 161.24  | 171.01                                   |
| Graduate Engineer – Level 1   | 107.70                                 | 118.47  | 125.65                                   |
| Graduate Engineer – Level 2   | 115.77                                 | 127.35  | 135.07                                   |
| Graduate Engineer – Level 3   | 126.57                                 | 139.23  | 147.67                                   |
| Commercial Graduate – Level 1 | 106.29                                 | 116.92  | 124.01                                   |
| Commercial Graduate – Level 2 | 114.24                                 | 125.66  | 133.28                                   |
| Commercial Graduate – Level 3 | 124.83                                 | 137.31  | 145.64                                   |

41. By deleting the table appearing in clause D.2.9 and inserting the following:

|                       | <b>% of casual minimum hourly rate</b> |
|-----------------------|--|
|                       | <b>200%</b>                            |
| <b>Classification</b> | <b>\$</b>                              |
| Group A               | 74.20                                  |
| Group B               | 76.32                                  |
| Group C               | 78.28                                  |

|                               | <b>% of casual minimum hourly rate</b> |
|-------------------------------|--|
|                               | <b>200%</b>                            |
| <b>Classification</b>         | <b>\$</b>                              |
| Group D                       | 79.48                                  |
| Group E                       | 81.08                                  |
| Group F                       | 81.88                                  |
| Group G                       | 86.18                                  |
| Group H                       | 87.20                                  |
| Group I                       | 88.56                                  |
| Group J                       | 89.76                                  |
| Group K                       | 91.78                                  |
| Group L                       | 94.02                                  |
| Group M                       | 97.72                                  |
| Graduate Engineer – Level 1   | 71.80                                  |
| Graduate Engineer – Level 2   | 77.18                                  |
| Graduate Engineer – Level 3   | 84.38                                  |
| Commercial Graduate – Level 1 | 70.86                                  |
| Commercial Graduate – Level 2 | 76.16                                  |
| Commercial Graduate – Level 3 | 83.22                                  |

42. By deleting the table appearing in clause D.2.10 and inserting the following:

|                       | <b>Overtime on a public holiday</b>    | <b>All other overtime</b> |
|-----------------------|--|---------------------------|
|                       | <b>% of casual minimum hourly rate</b> |                           |
|                       | <b>300%</b>                            | <b>200%</b>               |
| <b>Classification</b> | <b>\$</b>                              | <b>\$</b>                 |
| Group A               | 111.30                                 | 74.20                     |
| Group B               | 114.48                                 | 76.32                     |
| Group C               | 117.42                                 | 78.28                     |
| Group D               | 119.22                                 | 79.48                     |
| Group E               | 121.62                                 | 81.08                     |
| Group F               | 122.82                                 | 81.88                     |
| Group G               | 129.27                                 | 86.18                     |
| Group H               | 130.80                                 | 87.20                     |

|                               | Overtime on a public holiday    | All other overtime |
|-------------------------------|---------------------------------|--------------------|
|                               | % of casual minimum hourly rate |                    |
|                               | 300%                            | 200%               |
| Classification                | \$                              | \$                 |
| Group I                       | 132.84                          | 88.56              |
| Group J                       | 134.64                          | 89.76              |
| Group K                       | 137.67                          | 91.78              |
| Group L                       | 141.03                          | 94.02              |
| Group M                       | 146.58                          | 97.72              |
| Graduate Engineer – Level 1   | 107.70                          | 71.80              |
| Graduate Engineer – Level 2   | 115.77                          | 77.18              |
| Graduate Engineer – Level 3   | 126.57                          | 84.38              |
| Commercial Graduate – Level 1 | 106.29                          | 70.86              |
| Commercial Graduate – Level 2 | 114.24                          | 76.16              |
| Commercial Graduate – Level 3 | 124.83                          | 83.22              |

43. By deleting the amount “\$95.84” appearing in clause I.2.1 and inserting “\$101.35”.
44. By deleting the amount “\$174.77” appearing in clause I.2.2 and inserting “\$184.82”.
45. By deleting the amount “\$112.75” appearing in clause I.2.3 and inserting “\$119.23”.
46. By deleting the amount “\$225.49” appearing in clause I.2.4 and inserting “\$238.45”.

B. This determination comes into operation on 1 July 2023. 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 July 2023.



PRESIDENT

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