From: Chambers - Bissett C Sent: Wednesday, 18 August 2021 12:51 PM To: Alister Kentish <akentish@cfmeu.com.au>; 'Robert Coluccio' <rcoluccio@professionalsaustralia.org.au>; 'Adrian.Morris@ashurst.com' <Adrian.Morris@ashurst.com>; 'yolla@etuaustralia.org.au' <yolla@etuaustralia.org.au>; 'abha.devasia@amwu.org.au' <abha.devasia@amwu.org.au>; 'david@dghrservices.com.au' <david@dghrservices.com.au>; 'Trent.Sebbens@ashurst.com' <Trent.Sebbens@ashurst.com>; Hamish Harrington <Hamish.Harrington@aigroup.com.au> Subject: AM2020/25 - Proposed tables in Schedules C and D

OFFICIAL

Dear Parties

Thank you all for your work on the variations necessary to give effect to the decisions of the Full Bench.

In reviewing the proposals some of the tables are just too big to include as a single table in the Exposure Draft (& final award).

On review the AMod team have proposed that the tables be broken down into multiple tables. This change is technical only and does not affect the content of the tables.

I have attached for your information the tables as proposed by you and the proposed breaking down. Note that some errors already identified (and corrected in final documents) are present in these tables but please just ignore those – they will be corrected in the final form. Other tables, obviously, will need to be renumbered accordingly.

If you have any comment on the technical change please let chambers know by **4.00pm Wednesday 25 August 2021.**

If you have any queries in relation to this matter you can contact me on the details below.

Kind regards

LISA POWELL Associate to Commissioner Bissett

 Fair Work Commission

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Proposal for structure and layout of large tables in Schedules C and D Black Coal Mining Industry Award 2020

Table in clause C.1.2	1
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Table in clause D.2.4	

Table in clause C.1.2

Proposal as per Parties report to the Full Bench (21 July 2021):

C.1.2 Full-time and part-time production and engineering employees—shiftwork

Day shif t	Aftern oon shift	Rotat ing night shift	Perma nent night shift	Saturday (afternoon and rotating night shift)		ent (after ight ar hift rota	Sunda y (aftern oon and	Saturday (permanent night shift)		Sunday (perma nent night shift)	Public	holiday
				First 4 hour s	Aft er 4 hou rs	rotatin g night shift)	First 4 hour s	Aft er 4 hou rs	sint)	Aftern oon and rotatin g night shift	Perma nent night shift	
	-			% 0	f minir	num hour	ly rate					
100 %	115%	115%	125%	172.5 %	230 %	230%	187.5 %	250 %	250%	330%	350%	

Commission alternative proposal:

C.1.2 Full-time and part-time production and engineering employees—shiftwork— Monday to Friday

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
		% of minimu	im hourly rate	
	100%	115%	115%	125%
	\$	\$	\$	\$
Mineworker –Induction Level 1				
Mineworker –Induction Level 2				

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹			
		% of minimum hourly rate					
	100%	115%	115%	125%			
	\$	\$	\$	\$			
Mineworker – Training							
Mineworker							
Mineworker – Advanced							
Mineworker – Specialised							

C.1.3 Full-time and part-time production and engineering employees—shiftwork— Weekend

	Afternoor	n and rota	Perm	Permanent night shift ¹				
	Satur	day	Sunday	Satur	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%		
	\$	\$	\$	\$	\$	\$		
Mineworker –Induction Level 1								
Mineworker –Induction Level 2								
Mineworker – Training								
Mineworker								
Mineworker – Advanced								
Mineworker – Specialised								

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

C.1.4 Full-time and part-time production and engineering employees—shiftwork— Public holiday

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of minimum hourly rate			
	330%	350%		
	\$	\$		
Mineworker – Induction Level 1				

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimum	n hourly rate
	330%	350%
	\$	\$
Mineworker – Induction Level 2		
Mineworker – Training		
Mineworker		
Mineworker – Advanced		
Mineworker – Specialised		

Mineworker –Specialised ¹ Rotating night shift and permanent night shift are defined in clause 22.1.

Table in clause C.1.4

Proposal as per Parties report to the Full Bench (21 July 2021):

C.1.4 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime

	Afternoon and rotating night shift			Peri	Permanent night shift			Public holiday			All other	
	Mon	Satu	rday	Sun	Mon	Satu	rday	Sun	Da	Aftern	Perma	overti me
	day to Frida y	First 4 hour s	Aft er 4 hou rs	day	day to Frida y	First 4 hour s	Aft er 4 hou rs	day	y shif t	oon and rotatin g night shift	nent night shift	
					% of ca	sual mi	nimum	hourly	rate			
	215 %	222. 5%	230 %	230 %	225 %	237. 5%	250 %	250 %	300 %	330%	350%	200%
Classific ation	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Group A												
Group B												
Group C												
Etc												

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

Commission alternative proposal:

C.1.6 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Monday to Friday

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of minimum hourly rate			
	215%	225%		
	\$	\$		
Mineworker – Induction Level 1				
Mineworker –Induction Level 2				
Mineworker – Training				
Mineworker				

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimur	n hourly rate
	215%	225%
	\$	\$
Mineworker – Advanced		
Mineworker – Specialised		

C.1.7 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Weekend

	Afternoon	and rotating	g night shift ¹	Perm	anent night	shift ¹
	Satu	rday	Sunday	Satu	Sunday	
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		9	6 of minimun	n hourly rat	e	
	222.5%	230%	230%	237.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker – Induction Level 1						
Mineworker – Induction Level 2						
Mineworker – Training						
Mineworker						
Mineworker – Advanced						
Mineworker – Specialised						

¹Rotating night shift and permanent night shift are defined in clause 22.1.

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹
	%	<mark>% of minimum hourly</mark>	y rate
	300%	330%	350%
	\$	\$	\$
Mineworker –Induction Level 1			
Mineworker –Induction Level 2			
Mineworker – Training			
Mineworker			
Mineworker – Advanced			
Mineworker – Specialised			

C.1.8 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Public holiday

C.1.9 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—All other overtime

	% of minimum hourly rate
	200%
	\$
Mineworker – Induction Level 1	
Mineworker – Induction Level 2	
Mineworker – Training	
Mineworker	
Mineworker – Advanced	
Mineworker – Specialised	

Table in clause D.1.2

Proposal as per Parties report to t	ne Full Bench (21 July	2021):
-------------------------------------	------------------------	--------

Day shif t	Aftern oon shift	Rotat ing night shift	Perma nent night shift	Saturday (afternoon and rotating night shift)		Sunda y (aftern oon and	Satur (perma night :	anent	Sunday (perma nent night shift)	Public	holiday
				First 4 hour s	Aft er 4 hou rs	rotatin g night shift)	First 4 hour s	Aft er 4 hou rs		Aftern oon and rotatin g night shift	Perma nent night shift
				% 0	f minir	num hour	ly rate		1		
100 %	115%	115%	125%	172.5 %	230 %	230%	187.5 %	250 %	250%	330%	350%

D.1.2 Full-time and part-time staff employees—shiftwork

Commission alternative proposal:

D.1.2 Full-time and part-time staff employees—shiftwork—Monday to Friday

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹				
		% of minimum hourly rate						
	100%	115%	115%	125%				
Classification	\$	\$	\$	\$				
Group A								
Group B								
Group C								
Group D								
Group E								
Group F								
Group G								
Group H								
Group I								
Group J								
Group K								
Group L								
Group M								

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹				
		% of minimum hourly rate						
	100%	115%	115%	125%				
Classification	\$	\$	\$	\$				
Graduate Engineer – Level 1								
Graduate Engineer – Level 2								
Graduate Engineer – Level 3								
Commercial Graduate – Level 1								
Commercial Graduate – Level 2								
Commercial Graduate – Level 3								

	Aftern	Afternoon and rotating night shift ¹			Permanent night shift ¹				
	Satur	day	Sunday	Satur	Sunday				
	First 4 hours	After 4 hours		First 4 hours	After 4 hours				
			% of minimu	n hourly ra	n hourly rate				
	172.5%	230%	230%	187.5%	250%	250%			
Classification	\$	\$	\$	\$	\$	\$			
Group A									
Group B									
Group C									
Group D									
Group E									
Group F									
Group G									
Group H									
Group I									
Group J									
Group K									
Group L									

D.1.3 Full-time and part-time staff employees—shiftwork—Weekend

	Aftern	oon and r shift	otating night	Permanent night shift ¹			
	Satur	day	Sunday	Satur	Sunday		
	First 4 hours	After 4 hours		First 4 hours	After 4 hours		
			% of minimu	n hourly ra	ite		
	172.5%	230%	230%	187.5%	250%	250%	
Classification	\$	\$	\$	\$	\$	\$	
Group M							
Graduate Engineer – Level 1							
Graduate Engineer – Level 2							
Graduate Engineer – Level 3							
Commercial Graduate – Level 1							
Commercial Graduate – Level 2							
Commercial Graduate – Level 3							

D.1.4 Full-time and part-time staff employees—shiftwork—Public holiday

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of minimum	n hourly rate		
	330%	350%		
Classification	\$	\$		
Group A				
Group B				
Group C				
Group D				
Group E				
Group F				
Group G				
Group H				

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of minimum hourly rate			
	330%	350%		
Classification	\$	\$		
Group I				
Group J				
Group K				
Group L				
Group M				
Graduate Engineer – Level 1				
Graduate Engineer – Level 2				
Graduate Engineer – Level 3				
Commercial Graduate – Level 1				
Commercial Graduate – Level 2				
Commercial Graduate – Level 3				

Table in clause D.1.4

	Afternoon and rotating night shift			Peri	Permanent night shift			Public holiday			All other	
	Mon	Satu	rday	Sun day	Mon day	Satu	rday	Sun day	Da	Aftern oon	Perma nent	overti me
	day to Frida y	First 4 hour s	Aft er 4 hou rs	uay	to Frida y	First 4 hour s	Aft er 4 hou rs	uay	y shif t	and rotatin g night shift	night shift	
					% of ca	sual mi	nimum	hourly	rate			
	215 %	222. 5%	230 %	230 %	225 %	237. 5%	250 %	250 %	300 %	330%	350%	200%
Classific ation	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Group A												
Group B												
Group C												
Etc												

Proposal as per Parties report to the Full Bench (21 July 2021):

D.1.4 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

Commission alternative proposal:

D.1.6 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Monday to Friday

	Afternoon and rotating night shift ¹	Permanent night shift ¹				
	% of minimum hourly rate					
	215%	225%				
Classification	\$	\$				
Group A						
Group B						
Group C						
Group D						
Group E						
Group F						

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimu	n hourly rate
	215%	225%
Classification	\$	\$
Group G		
Group H		
Group I		
Group J		
Group K		
Group L		
Group M		
Graduate Engineer – Level 1		
Graduate Engineer – Level 2		
Graduate Engineer – Level 3		
Commercial Graduate – Level 1		
Commercial Graduate – Level 2		
Commercial Graduate – Level 3		

D.1.7 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Weekend

	Afternoon	Afternoon and rotating night shift ¹			Permanent night shif				
	Satu	rday	Sunday	Satu	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%			
Classification	\$	\$	\$	\$	\$	\$			
Group A									
Group B									
Group C									
Group D									
Group E									
Group F									

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		0	% of minimun	n hourly rat	e	
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹				
	9	6 of minimum hourl	y rate				
	300%	350%					
Classification	\$	\$	\$				
Group A							
Group B							
Group C							
Group D							
Group E							
Group F							
Group G							
Group H							
Group I							
Group J							
Group K							
Group L							
Group M							
Graduate Engineer – Level 1							
Graduate Engineer – Level 2							
Graduate Engineer – Level 3							
Commercial Graduate – Level							
Commercial Graduate – Level 2							
Commercial Graduate – Level 3							

D.1.8 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Public holiday

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

	% of minimum hourly rate
	200%
Classification	\$
Group A	
Group B	
Group C	
Group D	
Group E	
Group F	
Group G	
Group H	
Group I	
Group J	
Group K	
Group L	
Group M	
Graduate Engineer – Level 1	
Graduate Engineer – Level 2	
Graduate Engineer – Level 3	
Commercial Graduate – Level 1	
Commercial Graduate – Level 2	
Commercial Graduate – Level 3	

D.1.9 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—All other overtime

Table in clause D.2.2

Proposal as per Parties report to the Full Bench (21 July 2021):

Day shif t	Aftern oon shift	Rotat ing night shift	nent (aft night shift ro	Saturday (afternoon and rotating night shift)		Sunda y (aftern oon and	Satur (perm night	anent	Sunday (perma nent night shift)	Public	holiday
				First 4 hour s	Aft er 4 hou rs	rotatin g night shift)	First 4 hour s	Aft er 4 hou rs	sint <i>)</i>	Aftern oon and rotatin g night shift	Perma nent night shift
			1	% of ca	sual m	inimum h	ourly ra	te	1		
100 %	115%	115%	125%	172.5 %	230 %	230%	187.5 %	250 %	250%	330%	350%

D.2.2 Casual staff employees—shiftwork

Commission alternative proposal:

D.2.2 Casual staff employees—shiftwork—Monday to Friday

	Day shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹					
		% of casual minimum hourly rate							
	100%	115%	115%	125%					
Classification	\$	\$	\$	\$					
Group A									
Group B									
Group C									
Group D									
Group E									
Group F									
Group G									
Group H									
Group I									
Group J									
Group K									
Group L									
Group M									

	Day shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
		% of casual mi	nimum hourly rat	te
	100% 115%		115%	125%
Classification	\$	\$	\$	\$
Graduate Engineer – Level 1				
Graduate Engineer – Level 2				
Graduate Engineer – Level 3				
Commercial Graduate – Level 1				
Commercial Graduate – Level 2				
Commercial Graduate – Level 3				

	Aftern	oon and ro shift ¹	otating night	Permanent night shift ¹					
	Satur	day	Sunday	Satur	day	Sunday			
	First 4 hours	After 4 hours		First 4 hours	After 4 hours				
		%	of casual mini	mum hourl	y rate	rate			
	172.5%	230%	230%	187.5%	250%	250%			
Classification	\$	\$	\$	\$	\$	\$			
Group A									
Group B									
Group C									
Group D									
Group E									
Group F									
Group G									
Group H									

D.2.3 Casual staff employees—shiftwork—Weekend

	Aftern	oon and ro shift	otating night	Permanent n		ight shift ¹	
	Satur	day	Sunday	Satur	day	Sunday	
	First 4 hours	After 4 hours		First 4 hours	After 4 hours		
		%	of casual minin	num hourl	y rate		
	172.5%	230%	230%	187.5%	250%	250%	
Classification	\$	\$	\$	\$	\$	\$	
Group I							
Group J							
Group K							
Group L							
Group M							
Graduate Engineer – Level 1							
Graduate Engineer – Level 2							
Graduate Engineer – Level 3							
Commercial Graduate – Level 1							
Commercial Graduate – Level 2							
Commercial Graduate – Level 3							

D.2.4 Casual staff employees—shiftwork—Public holiday

	Afternoon and rotating night shift ¹ % of casual minin	Permanent nigh shift ¹ num hourly rate	
	330%	350%	
Classification	\$	\$	
Group A			
Group B			
Group C			
Group D			

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of casual minin	num hourly rate
	330%	350%
Classification	\$	\$
Group E		
Group F		
Group G		
Group H		
Group I		
Group J		
Group K		
Group L		
Group M		
Graduate Engineer – Level 1		
Graduate Engineer – Level 2		
Graduate Engineer – Level 3		
Commercial Graduate – Level 1		
Commercial Graduate – Level 2		
Commercial Graduate – Level 3		

Table in clause D.2.4

	Afternoon and rotating night shift			Permanent night shift			Public holiday			All other		
	Mon	Satu	rday	Sun	Mon	Satu	day	Sun	Da	Aftern	Perma	overti me
	day to Frida y	First 4 hour s	Aft er 4 hou rs	day	day to Frida y	First 4 hour s	Aft er 4 hou rs	day	y shif t	oon and rotatin g night shift	nent night shift	me
					% of ca	sual mi	nimum	hourly	rate			
	215 %	222. 5%	230 %	230 %	225 %	237. 5%	250 %	250 %	300 %	330%	350%	200%
Classific ation	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Group A												
Group B												
Group C												
Etc												

Proposal as per Parties report to the Full Bench (21 July 2021):

D.2.4 Casual staff employees—6 day roster and 7 day roster employees—overtime rates

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

Commission alternative proposal:

D.2.6 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Monday to Friday

	Afternoon and rotating night shift ¹	Permanent night shift ¹	
	% of casual minin	mum hourly rate	
	215%	225%	
Classification	\$	\$	
Group A			
Group B			
Group C			
Group D			
Group E			
Group F			

	Afternoon and rotating night shift ¹	Permanent night shift ¹			
	% of casual minimum hourly rate				
	215%	225%			
Classification	\$	\$			
Group G					
Group H					
Group I					
Group J					
Group K					
Group L					
Group M					
Graduate Engineer – Level 1					
Graduate Engineer – Level 2					
Graduate Engineer – Level 3					
Commercial Graduate – Level 1					
Commercial Graduate – Level 2					
Commercial Graduate – Level 3					

D.2.7 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Weekend

	Afternoon and rotating night shift ¹			Permanent night shift ¹			
	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							
Group B							
Group C							
Group D							

	Afternoo	n and rotati	ng night shift ¹	Permanent night shift ¹			
	Saturday		Sunday	Satu	Sunday		
	First 4 hours	After 4 hours		First 4 hours	After 4 hours		
		%	of casual minin	num hourly	rate	1	
	222.5%	230%	230%	237.5%	250%	250%	
Classification	\$	\$	\$	\$	\$	\$	
Group E							
Group F							
Group G							
Group H							
Group I							
Group J							
Group K							
Group L							
Group M							
Graduate Engineer – Level 1							
Graduate Engineer – Level 2							
Graduate Engineer – Level 3							
Commercial Graduate – Level 1							
Commercial Graduate – Level 2							
Commercial Graduate – Level 3							

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

rates—Public holiday						
	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹			
	% 0	f casual minimum he	ourly rate			
	300%	330%	350%			
Classification	\$	\$	\$			
Group A						
Group B						
Group C						
Group D						
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

D.2.8 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Public holiday

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

D.2.9 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—All other overtime

	% of casual minimum hourly rate
	200%
Classification	\$
Group A	
Group B	

	% of casual minimum hourly rate
	200%
Classification	\$
Group C	
Group D	
Group E	
Group F	
Group G	
Group H	
Group I	
Group J	
Group K	
Group L	
Group M	
Graduate Engineer – Level 1	
Graduate Engineer – Level 2	
Graduate Engineer – Level 3	
Commercial Graduate – Level 1	
Commercial Graduate – Level 2	
Commercial Graduate – Level 3	

Schedule C—Summary of Hourly Rates of Pay—Production and Engineering Employees

- C.1 Full-time and part-time employees
- C.1.1 Full-time and part-time production and engineering employees—ordinary and penalty rates

•••

Monday to Friday	_						
	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹			
	% of minimum hourly rate						
	100%	115%	115%	125%			
	\$	\$	\$	\$			
Mineworker – Induction Level 1							
Mineworker – Induction Level 2							
Mineworker – Training							
Mineworker							
Mineworker – Advanced							
Mineworker – Specialised							

C.1.2 Full-time and part-time production and engineering employees—shiftwork— Monday to Friday

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

C.1.3 Full-time and part-time production and engineering employees—shiftwork— Weekend

	Afternoon	Permanent night shift ¹				
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		∕₀ of minimum h	ourly rate			
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker –Induction Level 1						
Mineworker –Induction Level 2						
Mineworker – Training						

	Afternoon	Permanent night shift ¹				
	Satur	day	Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		9/	ourly rate			
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker						
Mineworker – Advanced						
Mineworker – Specialised						

C.1.4 Full-time and part-time production and engineering employees—shiftwork— Public holiday

	Afternoon and rotating night shift ¹	Permanent night shift ¹	
	% of minimum hourly rate		
	330%	350%	
	\$	\$	
Mineworker –Induction Level 1			
Mineworker –Induction Level 2			
Mineworker – Training			
Mineworker			
Mineworker – Advanced			
Mineworker – Specialised			

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

C.1.5 Full-time and part-time production and engineering employees other than 6 day roster and 7 day roster employees—overtime rates

•••

C.1.6 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Monday to Friday

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of minimum hourly rate			
	215%	225%		
	\$	\$		
Mineworker – Induction Level 1				

	Afternoon and rotating night shift ¹	Permanent night shift ¹	
	% of minimum hourly rate		
	215%	225%	
	\$	\$	
Mineworker –Induction Level 2			
Mineworker – Training			
Mineworker			
Mineworker – Advanced			
Mineworker – Specialised			

C.1.7 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Weekend

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		9	% of minimun	n hourly rat	e	
	222.5%	230%	230%	237.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker – Induction Level 1						
Mineworker – Induction Level 2						
Mineworker – Training						
Mineworker						
Mineworker – Advanced						
Mineworker – Specialised						

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

und / duj roster emproj			
	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹
	%	% of minimum hourly	y rate
	300%	330%	350%
	\$	\$	\$
Mineworker –Induction Level 1			
Mineworker –Induction Level 2			
Mineworker – Training			
Mineworker			
Mineworker – Advanced			
Mineworker – Specialised			

C.1.8 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Public holiday

¹Rotating night shift and permanent night shift are defined in clause 22.1.

C.1.9 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—All other overtime

	% of minimum hourly rate
	200%
	\$
Mineworker –Induction Level 1	
Mineworker –Induction Level 2	
Mineworker – Training	
Mineworker	
Mineworker – Advanced	
Mineworker – Specialised	

Schedule D—Summary of Hourly Rates of Pay—Staff Employees

D.1 Full-time and part-time employees

D.1.1 Full-time and part-time staff employees—ordinary and penalty rates

•••

D.1.2 Full-time and part-time	ne staff employees—shiftwork—Monday to Friday					
	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹		
		% of minimu	im hourly rate			
	100%	115%	115%	125%		
Classification	\$	\$	\$	\$		
Group A						
Group B						
Group C						
Group D						
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

D.1.2 Full-time and part-time staff employees—shiftwork—Monday to Friday

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

	Afternoon and rotating night shift ¹			Permanent night shift		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
			% of minimu	m hourly ra	ite	
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A						
Group B						
Group C						
Group D						
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

D.1.3 Full-time and part-time staff employees—shiftwork—Weekend

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

D.1.4 Full-time and part-time	Fun-time and part-time start employees—sintwork—Public honday						
	Afternoon and rotating night shift ¹	Permanent night shift ¹					
	% of minimum hourly rate						
	330%	350%					
Classification	\$	\$					
Group A							
Group B							
Group C							
Group D							
Group E							
Group F							
Group G							
Group H							
Group I							
Group J							
Group K							
Group L							
Group M							
Graduate Engineer – Level 1							
Graduate Engineer – Level 2							
Graduate Engineer – Level 3							
Commercial Graduate – Level 1							
Commercial Graduate – Level 2							
Commercial Graduate – Level 3							

D.1.4 Full-time and part-time staff employees—shiftwork—Public holiday

D.1.5 Full-time and part-time staff employees—other than 6 day roster and 7 day roster employees—overtime rates

•••

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimur	n hourly rate
	215%	225%
Classification	\$	\$
Group A		
Group B		
Group C		
Group D		
Group E		
Group F		
Group G		
Group H		
Group I		
Group J		
Group K		
Group L		
Group M		
Graduate Engineer – Level 1		
Graduate Engineer – Level 2		
Graduate Engineer – Level 3		
Commercial Graduate – Level 1		
Commercial Graduate – Level 2		
Commercial Graduate – Level 3		

D.1.6 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Monday to Friday

¹ Rotating night shift and permanent night shift are defined in clause 22.1.

D.1.7 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Weekend

	Afternoon	and rotating	g night shift ¹	Perm	anent night	shift ¹
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		0	% of minimun	n hourly rat	e	
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A						

	Afternoon and rotating night shift ¹			Perm	anent night	shift ¹
	Saturday		Sunday	Satu	rday	Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		0	% of minimun	n hourly rat	e	
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group B						
Group C						
Group D						
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

employees—overtime—	i ubiic nonuay			
	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹	
	9	% of minimum hourly	y rate	
	300%	350%		
Classification	\$	\$	\$	
Group A				
Group B				
Group C				
Group D				
Group E				
Group F				
Group G				
Group H				
Group I				
Group J				
Group K				
Group L				
Group M				
Graduate Engineer – Level 1				
Graduate Engineer – Level 2				
Graduate Engineer – Level 3				
Commercial Graduate – Level 1				
Commercial Graduate – Level 2				
Commercial Graduate – Level 3				

D.1.8 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—Public holiday

¹Rotating night shift and permanent night shift are defined in clause 22.1.

D.1.9 Full-time and part-time staff employees—6 day roster and 7 day roster employees—overtime—All other overtime

	% of minimum hourly rate
	200%
Classification	\$
Group A	
Group B	

	% of minimum hourly rate
	200%
Classification	\$
Group C	
Group D	
Group E	
Group F	
Group G	
Group H	
Group I	
Group J	
Group K	
Group L	
Group M	
Graduate Engineer – Level 1	
Graduate Engineer – Level 2	
Graduate Engineer – Level 3	
Commercial Graduate – Level 1	
Commercial Graduate – Level 2	
Commercial Graduate – Level 3	

D.2 Casual employees

D.2.1 Casual staff employees—ordinary and penalty rates

•••

D.2.2 Casual staff employees—shiftwork—Monday to Friday

	Day shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
		% of casual mi	nimum hourly rat	te
	100%	115%	115%	125%
Classification	\$	\$	\$	\$
Group A				
Group B				
Group C				
Group D				
Group E				
Group F				

	Day shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹						
		% of casual minimum hourly rate								
	100%	115%	115%	125%						
Classification	\$	\$	\$	\$						
Group G										
Group H										
Group I										
Group J										
Group K										
Group L										
Group M										
Graduate Engineer – Level 1										
Graduate Engineer – Level 2										
Graduate Engineer – Level 3										
Commercial Graduate – Level 1										
Commercial Graduate – Level 2										
Commercial Graduate – Level 3										

D.2.3 Casual staff employees—shiftwork—Weekend

	Aftern	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Satu	Saturday		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							
Group B							
Group C							
Group D							

	Afternoon and rotating night shift ¹			Pern	nanent niş	ght shift ¹
	Satu	rday	Sunday	Satu	Saturday	
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		%	of casual mini	mum hourl	y rate	
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

D.2.4 Casual staff employees—shiftwork—Public holiday

	Afternoon and rotating night shift ¹ % of casual minin	Permanent night shift ¹ num hourly rate
	330%	350%
Classification	\$	\$
Group A		
Group B		

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of casual minin	num hourly rate
	330%	350%
Classification	\$	\$
Group C		
Group D		
Group E		
Group F		
Group G		
Group H		
Group I		
Group J		
Group K		
Group L		
Group M		
Graduate Engineer – Level 1		
Graduate Engineer – Level 2		
Graduate Engineer – Level 3		
Commercial Graduate – Level 1		
Commercial Graduate – Level 2		
Commercial Graduate – Level 3		

D.2.5 Casual staff employees other than 6 day roster and 7 day roster employees overtime rates

•••

D.2.6 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Monday to Friday

	Afternoon and rotating night shift ¹	Permanent night shift ¹	
	% of casual minin	num hourly rate	
	215%	225%	
Classification	\$	\$	
Group A			
Group B			
Group C			
Group D			

	Afternoon and rotating night shift ¹	Permanent night shift ¹		
	% of casual minimum hourly ra			
	215%	225%		
Classification	\$	\$		
Group E				
Group F				
Group G				
Group H				
Group I				
Group J				
Group K				
Group L				
Group M				
Graduate Engineer – Level 1				
Graduate Engineer – Level 2				
Graduate Engineer – Level 3				
Commercial Graduate – Level 1				
Commercial Graduate – Level 2				
Commercial Graduate – Level 3				

D.2.7 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Weekend

	Afternoo	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Satı	ırday	Sunday	Saturday		Sunday	
	First 4 hours	After 4 hours		First 4 hours	After 4 hours		
		%	of casual minir	num hourly	rate		
	222.5%	230%	230%	237.5%	250%	250%	
Classification	\$	\$	\$	\$	\$	\$	
Group A							
Group B							
Group C							
Group D							
Group E							

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Satu	rday	Sunday	Satu	Saturday	
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
		%	of casual minir	num hourly	rate	
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						
Group M						
Graduate Engineer – Level 1						
Graduate Engineer – Level 2						
Graduate Engineer – Level 3						
Commercial Graduate – Level 1						
Commercial Graduate – Level 2						
Commercial Graduate – Level 3						

NOTE: Where an employee works a combination of ordinary hours and overtime hours on a Saturday, all hours worked will be counted towards determining whether an employee has worked in excess of 4 hours pursuant to clause 23.1.

rates—Public holiday			
	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of casual minimum hourly rate		
	300%	330%	350%
Classification	\$	\$	\$
Group A			
Group B			
Group C			
Group D			
Group E			
Group F			
Group G			
Group H			
Group I			
Group J			
Group K			
Group L			
Group M			
Graduate Engineer – Level 1			
Graduate Engineer – Level 2			
Graduate Engineer – Level 3			
Commercial Graduate – Level 1			
Commercial Graduate – Level 2			
Commercial Graduate – Level 3			

D.2.8 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—Public holiday

¹Rotating night shift and permanent night shift are defined in clause 22.1.

D.2.9 Casual staff employees—6 day roster and 7 day roster employees—overtime rates—All other overtime

	% of casual minimum hourly rate
	200%
Classification	\$
Group A	
Group B	
Group C	
Group D	

	% of casual minimum hourly rate
	200%
Classification	\$
Group E	
Group F	
Group G	
Group H	
Group I	
Group J	
Group K	
Group L	
Group M	
Graduate Engineer – Level 1	
Graduate Engineer – Level 2	
Graduate Engineer – Level 3	
Commercial Graduate – Level 1	
Commercial Graduate – Level 2	
Commercial Graduate – Level 3	