

From: Chambers - Bissett C

Sent: Wednesday, 18 August 2021 12:51 PM

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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

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

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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 shift	Afternoon shift	Rotating night shift	Permanent night shift	Saturday (afternoon and rotating night shift)		Sunday (afternoon and rotating night shift)	Saturday (permanent night shift)		Sunday (permanent night shift)	Public holiday	
				First 4 hours	After 4 hours		First 4 hours	After 4 hours		Afternoon and rotating night shift	Permanent night shift
% of minimum hourly 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 minimum hourly rate			
	100%	115%	115%	125%
	\$	\$	\$	\$
Mineworker –Induction Level 1				
Mineworker –Induction Level 2				

	Day Shift	Afternoon shift	Rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate			
	100%	115%	115%	125%
	\$	\$	\$	\$
Mineworker –Training				
Mineworker				
Mineworker –Advanced				
Mineworker –Specialised				

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 and rotating night shift¹			Permanent night shift¹		
	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%
	\$	\$	\$	\$	\$	\$
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 shift¹	Permanent night shift¹
	% of minimum hourly rate	
	330%	350%
	\$	\$
Mineworker –Induction Level 1		

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	330%	350%
	\$	\$
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.

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			Permanent night shift			Public holiday			All other overtime		
	Monday to Friday	Saturday		Sunday	Monday to Friday	Saturday		Sunday	Day shift		Afternoon and rotating night shift	Permanent night shift
		First 4 hours	After 4 hours			First 4 hours	After 4 hours					
	% of casual minimum hourly rate											
	215 %	222.5 %	230 %	230 %	225 %	237.5 %	250 %	250 %	300 %	330%	350%	200%
Classification	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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 shift¹	Permanent night shift¹
	% of minimum hourly rate	
	215%	225%
	\$	\$
Mineworker –Advanced		
Mineworker –Specialised		

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

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 shift¹			Permanent night shift¹		
	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						
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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate		
	300%	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.1.9 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 the Full Bench \(21 July 2021\)](#):

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

Day shift	Afternoon shift	Rotating night shift	Permanent night shift	Saturday (afternoon and rotating night shift)		Sunday (afternoon and rotating night shift)	Saturday (permanent night shift)		Sunday (permanent night shift)	Public holiday	
				First 4 hours	After 4 hours		First 4 hours	After 4 hours		Afternoon and rotating night shift	Permanent night shift
% of minimum hourly rate											
100%	115%	115%	125%	172.5%	230%	230%	187.5%	250%	250%	330%	350%

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 shift¹	Permanent night shift¹
	% 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				

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

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

	Afternoon and rotating night shift¹			Permanent night shift¹		
	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 A						
Group B						
Group C						
Group D						
Group E						
Group F						
Group G						
Group H						
Group I						
Group J						
Group K						
Group L						

	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 minimum hourly rate					
	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						

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

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 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 shift¹	Permanent night shift¹
	% 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		

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

Table in clause D.1.4

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

	Afternoon and rotating night shift			Permanent night shift			Public holiday			All other overtime		
	Monday to Friday	Saturday		Sunday	Monday to Friday	Saturday		Sunday	Day shift		Afternoon and rotating night shift	Permanent night shift
		First 4 hours	Aft er 4 hours			First 4 hours	Aft er 4 hours					
	% of casual minimum hourly rate											
	215 %	222.5 %	230 %	230 %	225 %	237.5 %	250 %	250 %	300 %	330%	350%	200%
Classification	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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:

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 shift¹	Permanent night shift¹
	% of 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		

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 night shift¹			Permanent night shift¹		
	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%
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	
% of minimum hourly rate						
	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						

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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of 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			

¹ Rotating 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	
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	

Table in clause D.2.2

Proposal as per [Parties report to the Full Bench \(21 July 2021\)](#):

D.2.2 Casual staff employees—shiftwork

Day shift	Afternoon shift	Rotating night shift	Permanent night shift	Saturday (afternoon and rotating night shift)		Sunday (afternoon and rotating night shift)	Saturday (permanent night shift)		Sunday (permanent night shift)	Public holiday	
				First 4 hours	After 4 hours		First 4 hours	After 4 hours		Afternoon and rotating night shift	Permanent night shift
% of casual minimum hourly rate											
100%	115%	115%	125%	172.5%	230%	230%	187.5%	250%	250%	330%	350%

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 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				

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

D.2.3 Casual staff employees—shiftwork—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					
	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						

	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					
	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						

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

D.2.4 Casual staff employees—shiftwork—Public holiday

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

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of casual minimum 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		

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

Table in clause D.2.4

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

	Afternoon and rotating night shift			Permanent night shift			Public holiday			All other overtime		
	Monday to Friday	Saturday		Monday to Friday	Saturday		Sunday	Day shift	Afternoon and rotating night shift		Permanent night shift	
		First 4 hours	After 4 hours		First 4 hours	After 4 hours						
	% of casual minimum hourly rate											
	215%	222.5%	230%	230%	225%	237.5%	250%	250%	300%	330%	350%	200%
Classification	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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:

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 minimum hourly rate	
	215%	
	225%	
Classification	\$	
Group A		
Group B		
Group C		
Group D		
Group E		
Group F		

	Afternoon and rotating night shift¹	Permanent night shift¹
	% 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		

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

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

	Afternoon and rotating night shift¹			Permanent night shift¹		
	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						

	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 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						

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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% 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			

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

...

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 minimum hourly rate			
	100%	115%	115%	125%
	\$	\$	\$	\$
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.1.3 Full-time and part-time production and engineering employees—shiftwork—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 minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker –Induction Level 1						
Mineworker –Induction Level 2						
Mineworker –Training						

	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 minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
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		
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 shift¹	Permanent night shift¹
	% of minimum hourly rate	
	215%	225%
	\$	\$
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.1.7 Full-time and part-time production and engineering employees—6 day roster and 7 day roster employees—overtime—Weekend

	Afternoon and rotating night shift¹			Permanent night shift¹		
	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						
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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate		
	300%	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.1.9 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 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				
Graduate Engineer – Level 1				
Graduate Engineer – Level 2				
Graduate Engineer – Level 3				
Commercial Graduate – Level 1				
Commercial Graduate – Level 2				
Commercial Graduate – Level 3				

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

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

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

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

	Afternoon and rotating night shift¹	Permanent night shift¹
	% 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		

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

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

...

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		
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		

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 night shift ¹			Permanent night shift ¹		
	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%
Classification	\$	\$	\$	\$	\$	\$
Group A						

	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 minimum hourly rate					
	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						

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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of 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			

¹ Rotating 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 shift¹	Permanent night shift¹
	% of casual minimum hourly rate			
	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				

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

D.2.3 Casual staff employees—shiftwork—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					
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A						
Group B						
Group C						
Group D						

	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						
	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						

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

D.2.4 Casual staff employees—shiftwork—Public holiday

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

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of casual minimum 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		

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

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 shift¹	Permanent night shift¹
	% of casual minimum 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 rate	
	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		

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

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						
Group E						

	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 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						

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.

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

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% 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			

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	