



# DETERMINATION

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

## Annual Wage Review 2023–24

(C2024/1)

### MINING INDUSTRY AWARD 2020

[MA000011]

Mining industry

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

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

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

Level	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Entry Level	Introductory	922.60	24.28
Level 1	Basic	966.00	25.42
Level 2	Intermediate	1001.80	26.36
Level 3	Competent	1032.30	27.17
Level 4	Advanced	1101.30	28.98
Level 5	Advanced specialist	1173.00	30.87
Level 6	Dual trade	1230.50	32.38

<b>Level</b>	<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
		<b>\$</b>	<b>\$</b>
Level 7	Dual trade instrumentation	1280.40	33.69

2. By deleting the year “2023” in clause 15.4(b)(ii) and inserting “2024”.
3. By deleting the amount “\$36.82” appearing in clause 18.2(b)(i) and inserting “\$38.20”.
4. By deleting the amount “\$45.27” appearing in clause 18.2(c) and inserting “\$46.97”.
5. By deleting the amounts “\$33.73” and “\$18.61” appearing in clause 18.2(d)(i) and inserting “\$34.99” and “\$19.30” respectively.
6. By deleting the amount “\$10.65” appearing in clause 18.2(d)(iii) and inserting “\$11.05”.
7. By deleting the amount “\$19.90” appearing in clause 18.2(e) and inserting “\$20.65”.
8. By deleting the table appearing in clause 18.2(f) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–10 employees	45.42
11–20 employees	57.81
More than 20 employees	77.73

9. By deleting the amount “\$1.83” appearing in clause 18.2(h) and inserting “\$1.90”.
10. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>Day</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday before 12 noon</b>		<b>Saturday - after 12 noon &amp; Sunday</b>	<b>Public holiday</b>
				<b>First 3 hours</b>	<b>After 3 hours</b>		
<b>% of ordinary hourly rate<sup>1</sup></b>							
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry level	25.29	29.08	32.88	37.94	50.58	50.58	63.23
Level 1	26.43	30.39	34.36	39.65	52.86	52.86	66.08

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
	<b>% of ordinary hourly rate<sup>1</sup></b>						
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2	27.37	31.48	35.58	41.06	54.74	54.74	68.43
Level 3	28.18	32.41	36.63	42.27	56.36	56.36	70.45
Level 4	29.99	34.49	38.99	44.99	59.98	59.98	74.98
Level 5	31.88	36.66	41.44	47.82	63.76	63.76	79.70
Level 6	33.39	38.40	43.41	50.09	66.78	66.78	83.48
Level 7	34.70	39.91	45.11	52.05	69.40	69.40	86.75

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

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry level	37.94	50.58	50.58	63.23
Level 1	39.65	52.86	52.86	66.08
Level 2	41.06	54.74	54.74	68.43
Level 3	42.27	56.36	56.36	70.45
Level 4	44.99	59.98	59.98	74.98
Level 5	47.82	63.76	63.76	79.70
Level 6	50.09	66.78	66.78	83.48
Level 7	52.05	69.40	69.40	86.75

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

	<b>Monday to Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>
	<b>\$</b>
Entry level	50.58
Level 1	52.86
Level 2	54.74
Level 3	56.36
Level 4	59.98
Level 5	63.76
Level 6	66.78
Level 7	69.40

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

	<b>Day</b>	<b>Afternoon &amp; night</b>	<b>Permane nt night</b>	<b>Saturday before 12 noon</b>		<b>Saturday - after 12 noon &amp; Sunday</b>	<b>Public holiday</b>
				<b>First 3 hours</b>	<b>After 3 hours</b>		
<b>% of casual ordinary hourly rate<sup>1</sup></b>							
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Entry level	31.61	36.35	41.09	47.42	63.22	63.22	79.03
Level 1	33.04	38.00	42.95	49.56	66.08	66.08	82.60
Level 2	34.21	39.34	44.47	51.32	68.42	68.42	85.53
Level 3	35.23	40.51	45.80	52.85	70.46	70.46	88.08
Level 4	37.49	43.11	48.74	56.24	74.98	74.98	93.73
Level 5	39.85	45.83	51.81	59.78	79.70	79.70	99.63
Level 6	41.74	48.00	54.26	62.61	83.48	83.48	104.35
Level 7	43.38	49.89	56.39	65.07	86.76	86.76	108.45

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

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
% of casual ordinary hourly rate <sup>1</sup>				
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry level	47.42	63.22	63.22	79.03
Level 1	49.56	66.08	66.08	82.60
Level 2	51.32	68.42	68.42	85.53
Level 3	52.85	70.46	70.46	88.08
Level 4	56.24	74.98	74.98	93.73
Level 5	59.78	79.70	79.70	99.63
Level 6	62.61	83.48	83.48	104.35
Level 7	65.07	86.76	86.76	108.45

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

	Monday to Sunday
	% of casual ordinary hourly rate <sup>1</sup>
	200%
	\$
Entry level	63.22
Level 1	66.08
Level 2	68.42
Level 3	70.46
Level 4	74.98
Level 5	79.70
Level 6	83.48
Level 7	86.76

16. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance <sup>1</sup>	18.2(b)(i)	3.7	38.20	per week
Licence allowance—electricians <sup>1</sup>	18.2(c)	4.55	46.97	per week
Drilling, prospecting and exploration allowance—meals not provided	18.2(d)(i)	3.39	34.99	per day
Drilling, prospecting and exploration allowance—meals provided	18.2(d)(i)	1.87	19.30	per day
Drilling, prospecting and exploration allowance—cooks and cooks' assistants—broken shifts <sup>1</sup>	18.2(d)(iii)	1.07	11.05	per week
First aid allowance	18.2(e)	2.0	20.65	per week
Leading hand allowance—3 to 10 employees	18.2(f)	4.4	45.42	per week
Leading hand allowance—11 to 20 employees	18.2(f)	5.6	57.81	per week
Leading hand allowance—More than 20 employees	18.2(f)	7.53	77.73	per week
Underground allowance—other than underground miners	18.2(h)	7.0	1.90	per hour

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.



PRESIDENT

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