



CALLIDE MINE UNION
ENTERPRISE
AGREEMENT ~~2017~~2021

CONTENTS

1. TITLE	5
2. DURATION	5
3. PARTIES BOUND & APPLICATION	5
4. COMPREHENSIVE AGREEMENT	5
5. NO EXTRA CLAIMS	5
6. TERMINATION OF THIS AGREEMENT	5
7. DEFINITIONS	6
8. CONTRACT OF EMPLOYMENT	9
8.1 Basis of Employment	9
8.2 Recruitment and Selection	10
8.3 Duties	11
8.4 Policies & Procedures	11
8.5 Commitment to Site Safety and Zero Harm	12
8.6 Stand Down	12
8.7 Termination of Employment	13
8.8 Performance Reviews	13
9. EMPLOYEE CLASSIFICATION	13
9.1 Production Classification Levels	13
9.2 Engineering Classification Levels	14
10. PRODUCTION TRAINEES	15
11. REMUNERATION	15
11.1 Base Salary	15
11.2 Roster Allowance	16
11.3 Site Allowance	19
11.4 Total Salary	19
11.5 Relief Supervisor (Production Only)	19
11.6 Non Rostered Overtime	19
11.7 Working on non-rostered Public Holidays	19
11.8 Call Back	20
11.9 Attendance for Company Business on Rostered Days Off	20
11.10 First Aid Allowance	20
11.11 Electrical Licence Allowance	20
11.12 Emergency Response Team Allowance	20
11.13 Payment Details	21
11.14 Superannuation Payments	21
11.15 Salary Sacrifice	21

Callide Mine Union Enterprise Agreement 2017-2021

12. HOURS OF WORK	22
12.1 Rostered Ordinary Hours	22
12.2 Rostered Hours	22
12.3 Change of Shift	22
12.4 Overtime	23
12.5 Starting and Finishing Places	23
12.6 Crib Time	23
12.7 Ten Hour Break	23
13. USE OF CONTRACTORS	23
13.1 Decision to Utilise	23
13.2 Contractor Rates	24
14. USE OF PRODUCTION SUPPLEMENTARY LABOUR	24
14.1 Decision to Utilise	24
14.2 Production Supplementary Labour Rates	24
15. CONSULTATION	25
16. GRIEVANCE PROCEDURE	25
16.1 Continuation of Work	25
16.2 Procedure	25
17. PUBLIC HOLIDAYS	26
17.1 Recognised Public Holidays	26
17.2 Transfer of Recognised Public Holidays	26
17.3 Payment	26
17.4 Notice of Public Holidays to be Worked	26
18. LEAVE	27
18.1 Annual Leave	27
18.2 Personal/Carer's Leave	28
18.3 Pressing Domestic Leave	30
18.4 Parental Leave	30
18.5 Compassionate Leave	31
18.6 Long Service Leave	31
18.7 Community Services & Jury Service Leave	33
19. WORKERS COMPENSATION	33
20. SEPARATION PROVISIONS	34
20.1 Separation Process	34
20.2 Payment	34
20.3 Ex gratia Payment	35
21. WORKPLACE MATTERS	35
21.1 Workplace Representatives	35
21.2 Communication Meetings	35
21.3 Leave	35
21.4 Notice Boards	35

Callide Mine Union Enterprise Agreement 2017-2021

22. WORK CLOTHING.....	36
23. INDIVIDUAL FLEXIBILITY.....	36
24. SIGNING OF THE AGREEMENT.....	38
APPENDIX 1 – BASE SALARIES, ROSTER ALLOWANCES, SITE ALLOWANCES & TOTAL SALARIES.....	40

Callide Mine Union Enterprise Agreement 2017-2021

1	TITLE	6
2	DURATION	6
3	PARTIES BOUND & APPLICATION	6
4	COMPREHENSIVE AGREEMENT	6
5	NO EXTRA CLAIMS	6
6	TERMINATION OF THIS AGREEMENT	6
7	DEFINITIONS	7
8	CONTRACT OF EMPLOYMENT	12
8.1	Basis of Employment	12
8.2	Recruitment and Selection	13
8.3	Duties	14
8.4	Training	14
8.4.1	Production Training Opportunities at Callide Mine	14
8.4.2	Engineering Training Opportunities at Callide Mine	15
8.5	Use of Monitoring Systems/ Technology	17
8.6	Policies & Procedures	17
8.7	Commitment to Site Safety and Zero Harm	19
8.8	Stand Down	19
8.9	Termination of Employment	20
8.10	Performance Reviews	20
9	EMPLOYEE CLASSIFICATION	20
9.1	Production Classification Levels	20
9.2	Engineering Classification Levels	21
10	TRAINEES / APPRENTICES	22
10.1	Production Trainees	22
11	REMUNERATION	22
11.1	Base Salary	22
11.2	Roster Allowance	24
11.2.1	Rostered Overtime	25
11.2.2	Weekend Penalty	25

Callide Mine Union Enterprise Agreement 2017-2021

11.2.3	Public Holidays	25
11.2.4	Shift Penalty	26
11.2.5	Roster Factor	26
11.3	Site Allowance	27
11.4	Total Annualised Salary	27
11.5	Relief Supervisor (Production Only)	27
11.6	Non Rostered Overtime	27
11.7	Working on non-rostered PublicHolidays	27
11.8	Call Back	28
11.9	Attendance for Company Business on Rostered DaysOff	28
11.10	First Aid Allowance	28
11.11	Electrical Licence Allowance	29
11.12	Emergency Response Team Allowance	29
11.13	Payment Details and Payroll Deductions	29
11.14	Superannuation Payments	29
11.15	Salary Sacrifice	30
12	HOURS OF WORK	30
12.1	Rostered Ordinary Hours	30
12.2	Rostered Hours	30
12.3	Change of Shift	31
12.4	Non Rostered Overtime	32
12.5	Starting and Finishing Places	32
12.6	Crib Time	33
12.7	Ten Hour Break	33
13	USE OF CONTRACTORS	34
13.1	Decision to Utilise	34
13.2	Contractor Rates	34
14	USE OF PRODUCTION SUPPLEMENTARY LABOUR	34
14.1	Decision to Utilise	34
14.2	Production Supplementary Labour Rates	34
15	CONSULTATION	35

Callide Mine Union Enterprise Agreement 2017-2021

15.1	Consultation regarding major workplace change	35
15.2	Consultation about changes to rosters or hours of work	35
16	GRIEVANCE PROCEDURE	36
16.1	Continuation of Work	36
16.2	Procedure	36
17	PUBLIC HOLIDAYS	37
17.1	Recognised Public Holidays	37
17.2	Transfer of Recognised Public Holidays	37
17.3	Payment	37
17.4	Notice of Public Holidays to be Worked	37
18	LEAVE	37
18.1	Annual Leave	37
18.1.1	Accrual	37
18.1.2	Deductions from Accruals	38
18.1.3	Time of Taking Leave	38
18.1.4	Public Holiday Falling During Period of Leave	39
18.1.5	Payment on Termination of Employment	39
18.1.6	Annual Leave Management	39
18.1.7	Shutdowns	40
18.1.8	Payment	40
18.2	Personal/Carer's Leave	40
18.2.1	Amount of Personal/Carer's Leave	40
18.2.2	Notification	40
18.2.3	Deductions from Accruals	41
18.2.4	Proof of Illness or Injury	41
18.2.5	Payment on Termination of Employment	41
18.2.6	Salary Sacrifice Arrangements	42
18.2.7	Payout of Personal/Carer's Leave Entitlement	42
18.3	Pressing Domestic Leave	42
18.4	Parental Leave	42
18.5	Compassionate Leave	42
18.6	Long Service Leave	43
18.6.1	Amount of Long Service Leave	43
18.6.2	Continuous Service	43
18.6.3	Time of Taking Leave	44
18.6.4	Payment	44
18.6.5	Public Holidays Falling During Leave	44
18.6.6	Payment on Termination of Employment	44
18.6.7	Credit for Prior Service	45
18.6.8	Retrenchment – Payment When More Than Six Years' Service	45
18.7	Community Services & Jury Service Leave	45

Callide Mine Union Enterprise Agreement 2017-2021

18.8	Leave to deal with Family and Domestic Violence	45
18.8.1	This clause applies to all Employees, including casuals.	45
18.8.2	Definitions	45
18.8.3	Entitlement to unpaid leave	46
18.8.4	Taking unpaid leave	46
18.8.5	Service and continuity	46
18.8.6	Notice and evidence requirements	46
18.8.7	Confidentiality	47
18.8.8	Compliance	47
19	INCLEMENT WEATHER	47
20	WORKERS' COMPENSATION	48
21	SEPARATION PROVISIONS	48
21.1	Separation Process	48
21.2	Payment	49
21.3	Ex-gratia Payment	49
22	WORKPLACE MATTERS	50
22.1	Workplace Representatives	50
22.2	Communication Meetings	50
22.3	Leave	51
22.4	Notice Boards	51
23	WORK CLOTHING	51
24	INDIVIDUAL FLEXIBILITY	51
25	SIGNING OF THE AGREEMENT	53
	Appendix 1 – Base Salaries, Roster Allowances, Site Allowances & Total Salaries	55
	Appendix 2 – Minor Maintenance Activities	74

1 Title

This Agreement will be known as the *Callide Mine Union Enterprise Agreement 2017-2021* (Agreement).

2 Duration

This Agreement will commence 7 days after approval by the Fair Work Commission (FWC) (Operation Date). The nominal expiry date of this Agreement will be ~~two~~three years from the Operation Date.

Representatives of the parties will meet not less than four calendar months prior to the nominal expiry of this Agreement to discuss options the parties may have in formalising the employment relationship in the future.

3 Parties Bound & Application

This Agreement is between Batchfire Callide Management Pty Ltd (Company) and each Employee of the Company who is eligible to be a member of the ~~CFMEUCFMMEU~~ or AMWU or CEPU, and employed in a classification set out in clause 9 of this Agreement (Employee).

This Agreement will also cover the Construction, Forestry, Maritime, Mining and Energy Union, the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union and the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia (Union).

4 Comprehensive Agreement

This Agreement shall form the complete agreement covering all terms and conditions of employment save only for the terms of the contracts of employment between the Company and its employees, which are not inconsistent with the Agreement. It shall replace in its entirety and operate to the exclusion of the Black Coal Mining Industry Award 2010 (Award) and any and all other agreements or awards. Where there is an inconsistency between this Agreement and the NES, and the NES provides for a more beneficial entitlement, or a benefit provided in the NES is not referenced in this Agreement, the NES provision will apply to the extent of the inconsistency. This Agreement will operate subject to the National Employment Standards (NES).

5 No Extra Claims

During the nominal term of this Agreement it is agreed that Employees, the ~~CFMEUCFMMEU~~, the AMWU, the CEPU or the Company will not pursue any extra claims for changes in relation to matters dealt with by this Agreement.

6 Termination of this Agreement

This Agreement will operate for the period specified in clause 2 and shall remain in force during that period unless otherwise terminated or varied beforehand by mutual agreement of the parties in accordance with the provisions in the Fair Work Act 2009 (Act).

7 Definitions

5 Day Week Roster	Shall mean a roster that requires an employee Employee to work Monday to Friday. This roster may cover a 5 x 24 hour period, commencing on Sunday evening or finishing on Saturday morning.
6 Day Roster	Shall mean a roster that is not a 5 Day Week Roster and requires an employee Employee to work on any six days of the week. This roster may cover a 6 x 24 hour period, commencing or finishing on the seventh day.
7 Day Roster	Shall mean a roster that is not a 6 Day Roster and requires an employee Employee to work on each of the seven days of the week over the roster cycle.
Act	Shall mean the <i>Fair Work Act 2009</i> (Cth).
Afternoon Shift	Shall mean any shift where the rostered hours of work on a particular shift finish after 8 pm and at or before midnight.
Agreement	Shall mean the <i>Callide Mine Union Enterprise Agreement 2017-2021</i> .
AMWU	Shall mean the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union.
Approval Date	Shall mean the date on which it is established that a valid majority of Employees have approved the Agreement as required by the Fair Work Commission.
Award	Shall mean the <i>Black Coal Mining Industry Award 2010</i> .
Callide Mine	Shall mean the Southern and Boundary Hill mining areas and any associated mining operations operated by Batchfire by Batchfire Callide Management Pty Ltd in the Biloela area.
Callide Mine Fitness for Duty Policies/Procedures	Shall mean the Policies/Procedures developed in accordance with the <i>Coal Mining Safety and Health Regulation 2017</i> (Qld).
Casual	Shall mean an Employee engaged by the Company in the Engineering and Maintenance department and paid in accordance with clause 8.1(d).

Callide Mine Union Enterprise Agreement 2017-2021

CEPU	Shall mean the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia.
CFMEU <u>CFMMEU</u>	Shall mean the Construction, Forestry, <u>Maritime</u> , Mining and Energy Union.
Company	Shall mean Batchfire Callide Management Pty Ltd.
Consultation	<p><u>For the entirety of this Agreement</u> Consultation is not a mere exchange of information, but involves:</p> <ul style="list-style-type: none"> • Communication of the change/issue. • A contribution to the decision making process. • A discussion of relevant information. • Consideration of expressed views. • Explanation of how decisions were made. • Feedback on views given by workforce representatives.
Contractor	<p>In the Production department shall mean a company, including any employees of that company, engaged by the Company to undertake specific work using their own equipment.</p> <p>In the Engineering department shall mean a company or entity, including employees of that company or entity, including persons engaged under OEM support contracts, engaged engaged by the Company to undertake specific <u>for a defined scope of work under a commercial arrangement, irregular work, specialist roles, projects, or functions shutdowns</u> whether using their own equipment or equipment specifically allocated by the Company. Contractors shall not be used to supplement Employees' labour engaged in day to such work, projects day activities or functions. general duties. <u>Contractors may be utilised for leave coverage of Employees if agreed to by the respective Union on a non- prejudice basis.</u></p>
Day Shift	Shall mean any shift that is not an Afternoon or Night Shift.
Employee	When prefixed with a capital “E” shall mean an Employee <u>or Employees (plural)</u> as referred to in clause 3.

Callide Mine Union Enterprise Agreement 2017-2021

Family Member	Shall mean a spouse or child (including an adopted child, a stepchild, a foster child, an ex-nuptial child and an adult child), parent (including a foster parent, a step-parent and a parent-in-law), grandparent, grandchild or sibling of an Employee or the Employee's spouse.
FWC	Shall mean the Fair Work Commission.
<u>Inclement Weather</u>	<u>Shall mean the existence of a weather event or abnormal climatic conditions where there is a total or partial Site shutdown, or it is not reasonable or safe for Employees to commute to/from work within the Biloela area. By example such weather events or climatic conditions may include but are not limited to rain, hail, extreme cold, high wind, severe dust storm, smoke, fire, flooding, extreme high temperature or the like or any combination of these conditions.</u>
NES	Shall mean the National Employment Standards which contain the ten safety net terms under the Act.
Night Shift	Shall mean any shift where the rostered hours of work on a particular shift finish after midnight and at or before 8 am.
Non-Working Day	Shall mean any day on which an employee <u>Employee</u> , by virtue of the employee's <u>Employee's</u> roster, is never rostered to attend for rostered hours of work.
OEM	Shall mean an Original Equipment Manufacturer and includes the supply of personnel under equipment support contracts with the OEM, engaged on site primarily to maintain manufacturers' equipment.
Production Supplementary Labour	Shall mean a person or persons provided to the Company via a third party employer for the purposes of utilising their labour and skills.
Rostered Day Off	Shall mean any day on which an employee <u>Employee</u> , by virtue of the employee's <u>Employee's</u> roster, is not rostered to attend for rostered hours of work and does not include non- working days.
Shift Worker	Shall mean any Employee who does not work <u>works a permanent day shift roster/rotation of shifts which may include afternoon and/ or nights shifts.</u>
Site Allowance	Is the Allowance that was formally called the Production Allowance.

Callide Mine Union Enterprise Agreement 2017-2021

Site Fitness For Duty Working Party	Shall mean a cross section of coal mine workers and Company representatives and will include Site Safety and Health Representative/s and <u>a</u> Lodge/Branch Executive Members <u>Member</u> from <u>each of</u> the relevant Union/s. The working party will participate in the development and any reviews of the Fitness for Duty Policies/Procedures and <u>will be informed and given the opportunity to participate in</u> other Safety and Health issues- <u>with a minimum of 7 days' notice.</u>
Spouse	Includes a former spouse, a de facto spouse, a former de facto spouse and a same sex partner.
Temporary Employee	Shall mean an Employee engaged by the Company an <u>and</u> paid in accordance with clause 8.1(b).
Total <u>Annualised</u> Salary	Shall mean Base Salary plus Roster Allowance plus Site Allowance.
<u>Total Annualised Salary Rate</u>	<u>Shall mean The Total Annualised Salary divided by 52 divided by the average Rostered Hours.</u>
<u>Union</u>	<u>Shall mean the Construction, Forestry, Maritime, Mining and Energy Union, the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union and the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia.</u>
<u>Weekend Roster</u>	<u>Shall mean a roster that requires an Employee to work on Saturday and Sunday, and not more than a total of 5 days per week.</u>
Total Salary Rate	Shall mean The Total Salary divided by 52 divided by the average Rostered Hours.
Union	Shall mean the Construction, Forestry, Mining and Energy Union, the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union and the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia.
Weekend Roster	Shall mean a roster that requires an employee to work on Saturday and Sunday, and not more than a total of 5 days per week.

Callide Mine Union Enterprise Agreement 2017-2021

Workplace Representative	Shall mean an Employee elected as a member of the Lodge/Branch Executive or a Shift Delegate or any other person/s chosen by an Employee to represent them under this Agreement or during the course of employment (in accordance with Union rules).
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8 Contract of Employment

8.1 Basis of Employment

The employment of an Employee will be either:

a) Permanent full time

The employment of a permanent full time Employee ~~will be on a weekly basis for an average of 35 ordinary hours per week;~~

- will be on a weekly basis for an average of 35 ordinary hours per week; and
- permanent full time Employee numbers shall be retained for the life of this agreement at a minimum of 240 for Production and 105 for Engineering.

or,

b) Temporary full time

The employment of a temporary full time Employee:

- will be on a weekly basis for an average of 35 ordinary hours per week for a defined period of time, not exceeding 18 months in Production, and 12 months in Engineering, unless by agreement with Workplace Representatives; and
- will attract payment, leave and benefits arising under this Agreement on a pro-rata basis, including personal/carer's leave under clause 18.2 on a pro rata basis.
- The principle determination for engaging a permanent full time Employee is a known or ongoing requirement for labour, and where it is shown there has, or is going to be a need to engage Temporary Employees for a period in excess of eighteen months (Production) or twelve months (Engineering), by either engaging an individual continuously or by staggered engagement of varying individuals over the period, a process for filling those roles through permanent employment of Employees to satisfy that requirement shall be undertaken. Temporary Employees will be considered for any permanent vacancy as part of the recruitment and selection process.
- If there is difficulty in filling a position after an advertising and interviewing process for a temporary position, agreement will be reached with the respective Union that a Contractor can be used on a non-prejudice basis to fill this position for the designated period only.
- Where an Employee takes leave for greater than 6 weeks, their position will be backfilled with a temporary position.
- Where a temporary Employee subsequently gains permanent employment, the Employee's period of temporary service shall be recognised for all purposes.

c) Fixed Term Production Trainee

The employment of a fixed term production trainee will be in accordance with clause 10.

d) Casuals (Engineering Only)

Prior to engaging a Casual Employee, the Company will inform a Workplace Representative of the requirement for the engagement. Best endeavours will be made to utilise permanent full time Employees or temporary full time Employees before utilising casual Employees. The employment of a Casual Employee:

- i) will be to perform work on an irregular or intermittent basis to accommodate operational requirements, including to substitute an Employee who is absent on approved or unapproved absence.
- ii) will be for a minimum period of 8 hours, and up to a maximum period of 8 weeks, unless otherwise agreed with a Workplace Representative.
- ~~i. with regards to the hours of work that will apply, will comply with the Company's Fatigue Management Policy and Procedures.~~
- iii) will attract payment based on the Base Hourly Rate for Engineering Employee Level A in accordance with Clause 11.1 b), as follows:
 - at 150% of the Base Hourly Rate for all hours worked on any day Monday to Friday.
 - at ~~215~~220% of the Base Hourly Rate for all hours worked on Saturdays.
 - at ~~225~~240% of the Base Hourly Rate for all hours worked on Sundays.
 - at ~~290~~325% of the Base hourly rate for all hours worked on a Public Holiday.
 - the above rates are in full satisfaction of the work performed and include payment in lieu of the leave provisions and any penalties provided by this Agreement.
 - Casual Employees will not be entitled to bonus under the Callide Mine Incentive Bonus Scheme Policy, or any other bonus.

8.2 Recruitment and Selection

Recruitment and selection decisions for ~~new Production or Engineering Employees any Employee role~~ will be based on merit and undertaken with the involvement of up to two ~~Employees Workplace Representatives~~ from the relevant workgroup. ~~during the interview process.~~ The final decision rests with ~~Management the Company.~~ ~~If unsuccessful, Employee applicants will be provided specific and genuine feedback~~

8.3 Duties

- a) An Employee will have a principal function in the Production or Engineering area but will be required to safely perform any other duties as reasonably directed within their recognised skills, competence and training.
- b) Production Employees shall not engage in Engineering Duties other than Minor Maintenance Activities. Minor Maintenance Activities are listed within Appendix 2.
- c) Engineering Employees shall not engage in Production Duties.
- d) Employees can be required to perform work within their recognised skills, competence and training. Staff will not undertake duties that could be performed by Employees, for example operating or maintaining equipment or, hot seating equipment, or filling in for skills shortages. However, Staff can operate or maintain equipment for the purposes of equipment relocation, priority safety activities, and testing.

8.4 Training

The Company is committed to the effective and efficient utilisation of all its Employees. The Company recognises that each Employee has developed a particular set of skills over time through relevant workplace training and experiences. These skills are generally aligned to a particular functional area and through the effective application of these skills Employees can make a valuable contribution to the workplace.

Priority in training will be given to Employees engaged in accordance with this Agreement.

An Employee will safely perform work as reasonably directed within their recognised skills, competence and training, and actively participate in or conduct any necessary training that is reasonably required by the Company. Trainers will be required to train others as reasonably directed however ~~where the person they are required to train is not:~~training of Staff will be by agreement between the Employee and the Company.

- ~~The covered by this Agreement;~~
- ~~supplementary labour;~~
- ~~an OEM; or~~
- ~~a Maintenance Contractor;~~

such training will be by agreement between the Employee and the Company. following procedure will apply for all Training Opportunities at Callide Mine.

8.4.1 Production Training Opportunities at Callide Mine

Callide Mine Union Enterprise Agreement 2017-2021

- a) Expression of Interest (EOI) will be called for Training on the following Frontline Equipment, Dragline, Coal Handling Plant, Excavator,
- b) Expression of Interest will be called for Training for the following Positions: Open Cut Examiner, Shotfirer, Mines Rescue, Blast and Pump Crews, Trainer Assessor.
- c) Expression of Interest will be called for Training on the following Equipment: Dozer, Loader, Grader, Watercart, Low-Loader, Lube-Truck

The call for EOIs shall be communicated at pre-start talks and be placed on production noticeboards across Callide mine sites for a period of no less than Two (2) weeks and wherever possible Four (4) weeks. The call for EOIs will explain the role description, selection criteria, timeline, who can apply, and what Crew the Training will take place on. (it may result in the successful applicant needing to change crews where no vacancies on their current crew exist). An EOI from an Employee may be registered at any time regardless of vacancies.

The call for EOIs for the above Equipment (a) and Positions (b) training will be site wide (across all crews).

The call for EOIs for the above Equipment (c) will be crew specific and offered across individual crews, or if the Company sees a need across the Callide mine sites.

All applicants to fill in an EOI Form and give to Supervisor. The form must be signed and dated by Supervisor, and a copy given to the applicant.

Employee Supervisor to complete a Selection Checklist on all applicants.

- Checklist; Will be Auditable, Fair and Transparent –
- Works on a Point Score regarding:
 - Safety
 - Technical Performance
 - Productivity
 - Current Skills (natural progression, i.e. Dz before Dragline / Excavator)
 - Length of Service
- All Criteria will be Weighted Equally.

Supervisors are to ensure feedback is given to all applicants. All unsuccessful applicants are to receive feedback from their Supervisor regarding their application. (Including who was the successful applicant/applicants).

Unsuccessful applicants will have the right to challenge, should that person believe they have been unfairly overlooked for training in accordance with this Agreement.

The Company will make opportunity for every Production Employee Level 2 to acquire and maintain a truck, dozer and grader core skill.

8.4.2 Engineering Training Opportunities at Callide Mine

Training timeline for Employees.

Callide Mine Union Enterprise Agreement 2017-2021

a) Within 6 months of employment Employees shall be trained in the following core skills.

- Forklift
- Overhead Crane
- Slinging and lifting (Define)
- Elevated Work Platform
- Access Confined Space
- Working at Heights

b) Within 12 months of employment Employees shall be trained in further skills (Testing and Maintaining).

	<u>Mechanical Trades</u>	<u>Electrical Trades</u>
<u>Truck</u>	<u>All</u>	<u>Electrical Drive Only</u>
<u>Dozer</u>	<u>All</u>	
<u>Water Cart</u>	<u>All</u>	
<u>Grader</u>	<u>All</u>	
<u>Loader</u>	<u>All</u>	

Expression of Interest (E.O.I.) shall be called for regarding training of personal skills to perform Engineering tasks and any other required recognised competencies.

The call for EOIs shall be communicated at pre-start talks and be placed on engineering noticeboards for a period of no less than two (2) weeks and wherever possible four (4) weeks. The call for EOIs will explain the selection criteria, timeline, who can apply, and what crew the training will take place on. (it may result in the successful applicant needing to change crews where no vacancies on their current crew exist). An EOI from an Employee may be registered at any time regardless of vacancies.

All applicants are to fill in an EOI Form and give to Supervisor. The form must be signed and dated by Supervisor, and a copy given to applicant.

Employee Supervisor to complete a Selection Checklist on all applicants.

- Checklist; Will be Auditable, Fair and Transparent –
- Works on a Point Score regarding:
 - Safety
 - Technical Performance
 - Productivity
 - Current Skills
 - Length of Service
- All Criteria will be Weighted Equally.

Supervisors are to ensure feedback is given to all applicants. All unsuccessful applicants are to receive feedback from their Supervisor regarding their application. (Including who was the successful applicant/applicants).

Unsuccessful applicants will have the right to challenge, should that person believe they have been unfairly overlooked for training in accordance with this Agreement.

Electrical Specific

Callide Mine Union Enterprise Agreement 2017-2021

Electrical Employees shall undertake RIIRIS301E and RIIWHS301E training due to the inherent risks in the electrical trade, hazard identification, risk assessment processes, and the supervision of others such as electrical apprentices.

Electrical licence cost shall be reimbursed to Employees.

High Voltage Switching Course and Refresher full costs shall be covered by the Company.

8.5 Use of Monitoring Systems/ Technology

- a) Monitoring system units may be used by the Company for training, education or safety purposes. Data shall not be relied upon for disciplinary investigations for matters that do not relate to an incident or accident.
- b) In the case of a disciplinary investigation into an incident or accident, the Company agrees to provide to the Union/s or nominated Workplace Representative/s (at the outset of any investigation):
1. the maintenance logs and records for all monitoring system units in question;
 2. the raw data downloaded from all monitoring system unit;
 3. the analysed data from all monitoring system units i.e. speed and engine rpm graphs; and
 4. a report from the analyst explaining any assumptions made and/or the exclusion of apparently anomalous data.
- c) Once that data has been provided and reviewed for accuracy, any discrepancy shall be identified by the Union/s or Workplace Representative and explained by the Company.
- d) After being provided with the Company's response an agreement between the parties shall be reached after a joint review on whether all monitoring systems data is reliable. In the absence of agreement, and in the event that action is taken by the Company in reliance on the data, the Grievance Procedure in clause 16 can be accessed.
- ~~a) An Employee will have a principal function in the Production or Engineering area but will be required to safely perform any other duties as reasonably directed within their recognised skills, competence and training.~~
- ~~b) An Employee will permit any employee, regardless of their principal function, to perform work within their recognised skills, competence and training that would normally be conducted by Employees as outlined in clause 9 of this Agreement.~~

~~The Company may withhold payment from an Employee for any period that work is not performed in accordance with clauses 8.3(a), (b) or (c).~~

8.38.6 Policies & Procedures

This clause will not be used to alter the terms and conditions of employment specified in this Agreement.

Callide Mine Union Enterprise Agreement 2017-2021

- a) The Company and each Employee shall reasonably comply with all the Company policies and procedures as varied from time to time, including the ~~Training~~, Recruitment and Disciplinary (Accountability and Personal Conduct) policies. A current list of relevant policies and procedures shall be made available to all Employees.
- b) Consultation and agreement with Workplace Representatives will precede variations to the Personal Protective Clothing, Housing Scheme, and Transport policies.
- c) Consultation with Workplace Representatives will precede development and variations to the Incentive Bonus Scheme Policy.

8.48.7 Commitment to Site Safety and Zero Harm

The parties are committed to improve the safety of Callide Mine through the following:

- a) Creating and maintaining a safe working environment, including the adherence to all safety standards, policies, and procedures in accordance with Callide's Safety and Health Management System, the Coal Mining Safety and Health Act 1999 (Qld) and the Coal Mining Safety and Health Regulation 2017 (Qld).
- b) Safety and health of all employees and contractors including the provision of appropriate Personal Protective Equipment and working hours and arrangements consistent with the Callide Mine Safety and Health Management System.
- c) Recognition and utilisation of the Site Fitness for Duty Working Party in accordance with the Callide Mine Safety and Health Management System. The Site Fitness for Duty Working Party will participate in accordance with clause 7 Definitions.
- d) Commitment by the Company to meeting the ~~direct~~ medical costs of a Health Assessment (Coal Board Medical) and any other associated assessments/ tests required as part of the Health Assessment (Coal Board Medical) at no loss of pay where undertaken ~~in Biloela~~ during rostered hours. Where requested by the Company, or elected by the Employee, to attend outside rostered hours, minimum payment of 3 hours at overtime rates will be made. The Company will meet the required Accommodation and Travel costs associated to the Health Assessment.
- e) Employees covered by this Agreement will not be subjected to any other form of Assessments other than Callide Mine's 'Other Physical and Psychological Impairment Policy' or pursuant to applicable legislation.
- f) The continued development of the Emergency Response Team to maintain required skills and competencies.
 - g) Recognition of Site Safety and Health Representatives and a commitment to ensure they maintain appropriate skill levels and that there be no loss of pay while they are undertaking their functions in accordance with the legislation.

8.58.8 Stand Down

The Company may stand down an Employee ~~and withhold payment~~ for any day or part of a day or such further period ~~as a result of:~~

- ~~Refusal of duty;~~
- ~~Neglect of duty; or~~

~~Misconduct where~~

- a) ~~The Company has the right to stand down~~ an Employee ~~who~~ cannot be usefully employed because of a breakdown of machinery or a stoppage of work for any cause for which the Company cannot be held reasonably responsible for that has lasted for more than four consecutive working days.
- a)b) The day of the breakdown or the stoppage of work for any cause for which the Company cannot be held reasonably responsible for is counted as one of the four consecutive working days if it is a working day.

~~b)c) An Employee's payment may be withheld after the~~ four consecutive working days ~~if it is referred to in (a working day. Depending on the circumstances an)~~ and (b) above. The Employee ~~may~~shall be able to access leave entitlements in such circumstances.

8.68.9 Termination of Employment

- a) Except for the circumstances provided for in subclause (c) and (d) herein, employment may be terminated by one week's notice in writing by either party or such longer time period as may be required by the Act. In the event that the required notice period is not given by an Employee or the Company, the Employee will forego, or the Company will pay, Total Salary for the balance of the required notice period.
- b) If an Employee is in receipt of remuneration in advance, or any other funds that have been provided by the Company as part of an Employee's contract of employment, or under the Company's policies, then upon termination of employment such monies may be recovered from any monies held by the Company on behalf of the Employee.
- c) In the event that an Employee is absent from work for at least 72 hours without authorised leave or sufficient reason that is acceptable to the Company, the Employee will be deemed to have abandoned his/her employment and the Company will be entitled to terminate their contract of employment from the first day of absence. An Employee terminated due to Abandonment of Employment is entitled to the relevant notice of termination period, in accordance with the NES.
- d) The Company may summarily dismiss an Employee for serious misconduct.

8.78.10 Performance Reviews

If requested by the Company, an Employee will be required to actively participate in performance reviews. Consultation with Workplace Representatives will precede the development of the performance review criteria.

The remuneration paid to Employees under the Agreement is not affected by an Employee's Performance Review.

A performance review shall not be initiated by misconduct or discipline and will not be used as a disciplinary tool.

9 Employee Classification

9.1 Production Classification Levels

Unless employed in accordance with clause 10, the Company will classify an Employee as either:

- Production Employee Level 1; or
- Production Employee Level 2; or
- Production Employee Level 3

Callide Mine Union Enterprise Agreement 2017-2021

- a) Progression from Production Employee Level 1 to Production Employee Level 2 will be on the acquisition of 3 core operating skills chosen by the Company to meet the current operational needs, or after 1 year of employment, whichever occurs first. ~~In~~
In addition to these skills an Employee may be required to gain any other skills in accordance with clause 8.3(a) (i).
- The core operating skills at the time of commencement of this Agreement are OCE, Shotfirer, Truck, Shovel, Excavator, Loader, Dozer, Grader, Dragline, Drill, CHP, Lube/Serviceing.
- b) Progression from Production Employee Level 2 to Production Employee Level 3 will be by appointment at the discretion of the Company.
- c) The main duties of a Production Employee Level 1 and Production Employee Level 2 include, ~~but are not limited to,~~ the operation and/or minor maintenance of equipment for mining activities.
- d) The main duties of a Production Employee Level 3 will be in accordance with the Company's Position Description as varied from time to time for the position of either Shotfirer or Open Cut Examiner, ~~and may include those duties prescribed in 9.1(c) and other duties specified by the Company in accordance with applicable legislation. The Company may at its discretion also appoint other Employees performing existing production skills as a Production Employee Level 3.~~

9.2 Engineering Classification Levels

The Company will classify an Employee as either:

- Engineering Employee Level A; or
 - Engineering Employee Level B; or
 - Engineering Employee Level C.
- a) The main duties of an Engineering Employee include, ~~but are not limited to,~~ the maintenance and/or operation of equipment for ~~mining activities~~ testing purposes.
- b) Progression to Engineering Employee Level B will be by appointment at the discretion of the Company, subject to the provisions of this subclause. Such appointment will occur where the Company considers the Employee to have the necessary skills, knowledge and working ~~behaviours~~ behaviors to effectively undertake the full range of duties required of an Engineering Employee.
- c) Progression from Engineering Employee A to Engineering Employee Level B, will occur when an Employee:
- Has worked for 2 years as a tradesperson (or a lesser period where the Company believes it is appropriate); and
 - has 12 months mining experience; and
 - has completed the Callide inductions and familiarisations on Callide systems and procedures to work independently across the ~~minesite~~ mine site.

Callide Mine Union Enterprise Agreement 2017-2021

- d) Progression to Engineering Employee Level C will be by appointment at the discretion of the Company.

The main duties of an Engineering Employee Level C will be in accordance with the Company's Position Description as varied from time to time for the position of Crew Coordinator or a duty statement for another defined role and may include those duties prescribed in clause 9.2(a).

Crew coordinators are only able to be utilised for up to a maximum of 3 shifts for unplanned Supervisor absences only.

10 Trainees / Apprentices

10.1 Production Trainees

Following consultation with Workplace Representatives, the Company may employ up to eight (8) Production Trainees per year, or more by agreement with Workplace Representatives, ~~in accordance with the Callide Production Trainee Scheme, as amended from time to time. Subject to the provisions of this Agreement, the details of the scheme will be formulated and/ or changed at the discretion of the Company.~~ All other matters being equal, preference shall be given to applicants who reside locally within the Biloela district throughout the recruitment process.

The Company will train all Production Trainees in a minimum of 2 core Operating Skills as per clause 9.1 (a) within the first 12 months of the start of the Traineeship and a minimum of 4 core operating skills within 24 months of the start of the Traineeship.

These core Operating Skills will be certified by Registered Training Organization (RTO) to meet any minimum regulatory and industry standards.

Trainees will participate in the Callide Mine Incentive Bonus Scheme Policy.

Stage of Traineeship	Wage Rates % of Base Hourly Rate, Total Salary of Production Employee Level 1
First 3 months – probation	45 58%
3 months – 12 months	55 62%
12 months to 24 months	75%

Trainees will receive a payment of \$7,500 on completion of their traineeship after either 12 months or 24 months.

Trainees will receive all other benefits in accordance with this Agreement.

10.1.1 Remuneration

The total remuneration provided for an Employee under this Agreement will consist of a Total Annualised Salary (which is the Base Salary plus the Roster Allowance and the Site Allowance), and payment for any non-rostered hours that may be worked from time to time, other applicable allowances contained in this Agreement, and employer superannuation contributions.

11.1 Base Salary

Base Salaries will be paid that are commensurate with the Employee classifications contained in

Callide Mine Union Enterprise Agreement 2017-2021

clause 9 of this Agreement. They are based on a 35 ordinary hour week and include payments for any disabilities and allowances that may have otherwise applied under an Award or previous agreements.

The Base Rates are used for the calculation of rosters, calculation of extra payments associated with hours worked outside the roster and lump sum leave payouts, under clause 18.2.7 and on termination of employment.

<u>Base Rate Increase</u>	<u>Percentage (%) Increase</u>
<u>Year 1 – commences from the Operation date</u>	<u>2.0%</u>
<u>Year 2 – commences from first anniversary date</u>	<u>1.5%</u>
<u>Year 3 – commences second anniversary date</u>	<u>1.5%</u>

If this Agreement reaches the nominal expiry date prior to a replacement enterprise agreement being agreed between the Company, the Employees and the Unions, then a “once off” 1% increase to Employee Annual Salaries shall be afforded in the next pay period. The parties acknowledge that this increase may be absorbed into the first salary increase under any replacement enterprise agreement or any other pay revision negotiated between the parties.

a) Production

The Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week from the commencement of this Agreement will be:

Production Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level 1	<u>\$33.482334.49</u>	<u>\$1,171.88207.27</u>	<u>\$60,937.9362,788.26</u>
Level 2	<u>\$36.525037.62</u>	<u>\$1,278.38316.98</u>	<u>\$66,475.6168,483.18</u>
Level 3	<u>\$38.809739.98</u>	<u>\$1,358.34399.36</u>	<u>\$70,633.7572,766.89</u>

From 1 January 2019 From Year 2, the Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week will be:

Production Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level 1	<u>\$33.8235.01</u>	<u>\$1,183.60225.38</u>	<u>\$61,547.3163,719.93</u>
Level 2	<u>\$36.8938.19</u>	<u>\$1,291.16336.74</u>	<u>\$67,140.3769,510.43</u>
Level 3	<u>\$39.2040.58</u>	<u>\$1,371.92420.35</u>	<u>\$71,340.0973,858.39</u>

From Year 3, the Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week will be:

<u>Production Employee</u>	<u>Base Hourly Rate</u>	<u>Base Weekly Rate</u>	<u>Base Annual Salary</u>
<u>Level 1</u>	<u>\$35.53</u>	<u>\$1,243.76</u>	<u>\$64,675.73</u>
<u>Level 2</u>	<u>\$38.76</u>	<u>\$1,356.79</u>	<u>\$70,553.09</u>
<u>Level 3</u>	<u>\$41.19</u>	<u>\$1,441.66</u>	<u>\$74,966.27</u>

Callide Mine Union Enterprise Agreement 2017-2021

b) Engineering

The Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week from the commencement of this Agreement will be: _

Engineering Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level A	\$36.68	\$1,283.83	\$66,759.36
Level B	\$37.45	\$1,310.63	\$68,152.64
Level C	\$38.98	\$1,364.14	\$70,935.25

~~From 1 January 2019, the Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week will be:~~

Engineering Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level A	\$37.0578	\$1,296.67322.61	\$67,426.9568,775.49
Level B	\$37.8238.57	\$1,323.73350.21	\$68,834.1770,210.85
Level C	\$39.3740.15	\$1,377.78405.34	\$71,644.6073,077.49

~~From Year 2, the Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week will be:~~

Engineering Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level A	\$38.35	\$1,342.44	\$69,807.12
Level B	\$39.15	\$1,370.46	\$71,264.01
Level C	\$40.75	\$1,426.42	\$74,173.65

~~From Year 3, the Base Hourly Rate, the Base Weekly Rate and the Base Annual Salary for each classification, based on an average of 35 hours per week will be:~~

Engineering Employee	Base Hourly Rate	Base Weekly Rate	Base Annual Salary
Level A	\$38.93	\$1,362.58	\$70,854.23
Level B	\$39.74	\$1,391.02	\$72,332.97
Level C	\$41.36	\$1,447.81	\$75,286.25

11.2 Roster Allowance

In addition to the Base Salaries, Employees will receive a Roster Allowance which covers

Callide Mine Union Enterprise Agreement 2017-2021

any additional hours contained within the roster, weekend work, shiftwork, the roster factor and public holidays worked as part of the roster. The Annual Roster Allowance is the sum of the applicable components outlined in subclauses 11.2.1 to 11.2.5.

Roster Allowances for the rosters worked at the commencement of this Agreement are included in Appendix 1 – Base Salaries, Roster Allowances, Site Allowances and Total Salaries. The annual percentage increases in the Base Rates contained in clauses 11.1 will flow through to the Roster Allowance, Site Allowance and Total Salaries in Appendix 1.

For new rosters introduced, that are not included in Appendix 1, the Roster Allowance is calculated by applying the Base Hourly Rate to the penalty rates contained in the components below.

11.2.1 Rostered Overtime

The annual Rostered Overtime is the average weekly Rostered Overtime contained in the roster, multiplied by 43.6 for 5 Day Week Rosters and 48.4 weeks for Weekend Rosters, 6 Day Rosters and 7 Day Rosters.

Rostered Overtime is calculated using the overtime rates below:

- a) 5 Day Week Rosters Overtime Rates
 - 150% of the Base Hourly Rate for the first 3 Rostered Overtime Hours each shift.
 - 200% of the Base Hourly Rate for all additional Rostered Overtime Hours.
- b) Weekend, 6 Day or 7 Day Roster Employees
 - 200% of the Base Hourly Rate for all Rostered Overtime Hours.

11.2.2 Weekend Penalty

The annual Weekend Penalty is the average weekly Weekend Penalty contained in the roster, multiplied by 43.6 for 5 Day Week Rosters and 48.4 weeks for Weekend Rosters, 6 Day Rosters and 7 Day Rosters.

Weekend penalties are calculated using the penalty rates below:

- a) Saturday (0.00 to 23.59 hours Saturday)
 - 50% of the Base Hourly Rate for the first 4 Rostered Ordinary Hours each shift.
 - 100% of the Base Hourly Rate for all additional Rostered Ordinary Hours.
- b) Sunday (0.00 to 23.59 hours Sunday)
 - 100% of the Base Hourly Rate for all Rostered Ordinary Hours.

11.2.3 Public Holidays

For Employees, whose roster includes work on public holidays, the calculation of Roster Allowance shall include payment for the average number of public holidays to be worked

that fall on rostered days ~~on~~ in a year, but no additional payment for public holidays that fall on rostered days off.

The rates specified below are applied to the average number of Public Holiday shifts that an Employee is required to work in a calendar year:

- 200% of the Base Hourly Rate for all Rostered Ordinary Hours.
- 300% of the Base Hourly Rate for all Rostered Overtime Hours.

The over-riding principle to be applied is that a total of triple time is paid for all hours worked on a public holiday, inclusive of that already contained in the Base Salary.

For an Employee whose roster does not include work on public holidays, 10 public holidays at single time have been included in the Base Salary.

Unless otherwise agreed between the parties at the time of implementation of a roster, Employees whose roster and remuneration does not include work on recognised public holidays shall, if a rostered day off and the Public Holiday fall on the same day, observe an alternate rostered day off, with the exception of Production Roster D and Maintenance Roster G (as these rosters already receive payment for the 3.33 public holidays that fall on RDO's). The day must be approved by an authorised company representative and taken prior to the end of their next roster cycle.

11.2.4 Shift Penalty

The annual Shift Penalty is the average weekly Shift Penalty contained in the roster, multiplied by 52 weeks for 7 Day Rosters and 43.6 for all other rosters.

The average weekly Shift Penalty is calculated by averaging the shift penalties listed below over a roster cycle and multiplying by the Base Weekly Rate.

Afternoon Shifts	15%
12 Hour Day Shifts	5%
Rotating Night Shifts	15%
Permanent Night Shifts	25%

11.2.5 Roster Factor

The annual Roster Factor for Production Employees is calculated by:

Base Weekly Rate	X	Roster Factor	X	52
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The roster factor for each roster defined in this Agreement is as follows:

5 Day Week Roster up to an average of 42.5hrs per week	8.0 %
7 Day / 4 Panel Roster / 8.5 Hour Shifts	12.7 %
7 Day / 4 Panel Roster / 8.75 Hour Shifts	11.6 %
6 Day, Weekend and Other 7 Day Rosters	8.0 %

For 5 Day Week rosters that include rostered hours of work greater than an average of 42.5 hours per week, the 5 Day Week Roster Factor listed above (8.0 %) will be increased by

1.37% for the first hour, i.e. an average of 43.5 hours per week, then 0.41% for every additional hour.

The annual Roster Factor for Engineering Employees is calculated by:

- a) For shift lengths up to and including an average of 40 hours per week over the roster cycle – 8.0%
plus
- b) For every half hour or part thereof in addition to an average of 40 hours per week over the roster cycle – 0.2%

11.3 Site Allowance

Employees will be paid a weekly Site Allowance of ~~\$308.70~~\$318.03, which will increase to ~~\$311.79~~\$322.80 per week ~~on 1 January 2019~~ from Year 2 and to \$327.64 per week from Year 3.

11.4 Total Annualised Salary

The Total Annualised Salary is the sum of the Base Salary, the Roster Allowance and the Site Allowance. This amount will then be divided by the number of pay periods within a calendar year and paid in accordance with this pay cycle including for all forms of paid leave.

The Total Annualised Salaries that apply to the current rosters are contained in Appendix 1 – Base Salaries, Roster Allowances, Site Allowances and Total Annualised Salaries. Where any disagreement arises over the application of clause 11 to the rosters contained in Appendix 1, the salary calculated in accordance with clause 11 will prevail.

11.5 Relief Supervisor (Production Only)

~~When an Employee relieves a Supervisor and undertakes their role for one or more full shifts, the Employee is entitled to receive a Relief Supervisor Allowance of \$150 per week (pro rata for less than a full week). This is in full recognition of the increased responsibilities associated with the role of Supervisor, and time spent in addition to the normal rostered hours, required to undertake the role.~~

Employees will not be required to perform a relief supervisor role unless the supervisor is absent from the workplace. The relief supervisor will also participate in relevant supervisor training, familiarization, or handover processes associated with the relief supervision activity. When the supervisor returns to the workplace, the Employee performing the relief supervisor role will return to their usual position in the Production Department.

Relief Supervisors will not be able to discipline Employees.

11.6 Non Rostered Overtime

All time worked in excess of rostered hours shall be paid at 2 times the Base Hourly Rate.

11.7 Working on non-rostered Public Holidays

An Employee who is required to work hours on a public holiday that have not been included as

Callide Mine Union Enterprise Agreement 2017-2021

a working shift in their annual salary (e.g. any public holiday worked by Mon to Fri workers, and for 7 day roster Employees, those public holidays on which they were rostered off or not required to work e.g. ~~25th and 26th December~~) shall be paid in accordance with the rates specified below for each such day:

- 200% of the Base Hourly Rate for the number of Ordinary Hours that apply to a rostered shift.
- 300% of the Base Hourly Rate for all additional Hours.

The principle to be applied is that a total of triple time is paid for all hours worked on a public holiday, inclusive of that already contained in the Total Annualised Salary.

11.7.1 Christmas and Boxing Day

Christmas and Boxing Days (25 and 26 December) shall be non-working days, observed from the commencement of night shift prior to Christmas Day (6pm on the 24th of December) for a period of 48 hours.

11.8 Call Back

An Employee who is recalled back to work after leaving the mine will be paid for at least four hours' work at the appropriate overtime rate for each time the Employee is recalled.

Except where unforeseen circumstances arise, the Employee will not be required to work the full four hours if the job to be performed is completed within a shorter period.

11.9 Attendance for Company Business on Rostered Days Off

Attendance on Rostered Days Off will be voluntary.

Prior to an Employee ~~agreeing to attend training, meetings or other bona fide company business~~ attending on a rostered day off, the Employee and the Company shall ~~attempt to reach agreement on whether, and if so when,~~ attempt to reach agreement.

The option for time off in lieu will be granted or payment will be up to the Employee. Payment for attendance on Rostered Days Off may be by either time off in lieu or payment received at Total Annualised Salary rate. Where time off in lieu is agreed, it shall be taken prior to the end of the next roster cycle and within the Callide Mine Fitness for Duty Fatigue Procedure. In the absence of agreement the Employee will receive payment at Total Salary divided by 52, divided by average rostered hours per week, for the hours of attendance a calendar month.

Company Business may include but not limited to:

- Training
- Meetings
- Dispute Resolution on site
- EA Bargaining

11.10 First Aid Allowance

An Employee who is requested by the Company and:

Callide Mine Union Enterprise Agreement 2017-2021

- a) is prepared to obtain and maintain appropriate first aid qualifications: and
- b) will undertake first aid duties and use those qualifications to the best of their ability in assisting the health and safety of persons on the Callide ~~minesites,~~ mine site, will be paid a first aid allowance of \$750 per annum, which is paid weekly.

~~will be paid a first aid allowance of \$750 per annum.~~

11.11 Electrical Licence Allowance

All Employees required to hold and maintain, through regular testing, an ~~electrical licence recognised by the Queensland~~ Electrical License recognized by the Electrical Safety Office, will be paid an Electrical ~~Licence~~License Allowance of \$1,250 per annum, which is paid weekly.

11.12 Emergency Response Team Allowance

All Employees who are appointed in the Emergency Response Team are paid an allowance of \$750 per annum, which is paid weekly.

11.13 Payment Details and Payroll Deductions

One fifty-second of the Total Annualised Salary plus any payments for hours worked outside rostered hours in the previous week will be paid to each Employee on a weekly basis and distributed by electronic funds transfer into a maximum of three bank accounts as nominated by the Employee. Employees will have access to payroll deductions.

11.14 Superannuation Payments

The Company will, in satisfaction of its obligations under the *Superannuation Guarantee (Administration) Act 1992* (Cth) and any other relevant legislation, pay superannuation contributions on behalf of each Employee of the greater of:

- a) 9.5% of the Employee's Total Annualised Salary and any other payments required by law; or

b) The percentage that is set by the Superannuation Guarantee (Administration) Act on the Employee's Total Annualised Salary and any other payments required by law; or

b)c) the amount of:

- One fifty-second of ~~\$11,960~~ ~~(\$230)~~ 12480 (\$240) per week from the commencement of the Agreement.

~~• One fifty-second of \$12,064 (\$232) per week from 1 January 2019.~~

In accordance with the provisions of the Employee's superannuation fund and applicable legislation, an Employee may salary sacrifice (see also clause 11.15) or make additional after-tax contributions to a complying fund which will be deducted from the remuneration provided for in clause 11 of this Agreement and paid on behalf of an Employee to his or her fund. Any Salary Sacrifice contributions made by Employees shall not be used to reduce the employer obligations.

Any compulsory employee superannuation contributions required by legislation will also be deducted from the remuneration provided in clause 11 of this Agreement on either a pre-tax or post-tax basis (as required) and paid on behalf of an Employee to any relevant superannuation

fund.

Subject to any law requiring superannuation contributions to be directed to a particular superannuation fund, an Employee may, in accordance with Company policy and the Superannuation Legislation Amendment (Choice of Superannuation Funds) Act 2004 (Cth), nominate the superannuation fund into which the contributions are made.

Where an Employee does not nominate a superannuation fund or makes an invalid nomination, the contributions will be made to Ausecoal Superannuation Mine Super.

11.15 Salary Sacrifice

An Employee may enter into a salary sacrifice arrangement with the Company in accordance with the applicable legislation and relevant policies as varied from time to time.

~~11.16 One-off payments~~

~~A payment will be made to Employees in the amount of \$1,000 (gross) seven days after the Agreement is approved by a majority of Employees who cast a valid vote.~~

~~A payment will be made to Employees in the amount of \$500 (gross) on 1 July 2018.~~

- ~~• Salary sacrifice into Superannuation~~
- ~~• Novated leases~~
- ~~• Remote area housing~~

11.12 Hours of Work

12.1 Rostered Ordinary Hours

The ordinary hours of work shall be an average of 35 hours per week.

12.2 Rostered Hours

The rostered hours of work may include reasonable overtime (Rostered Overtime Hours). The amount of overtime considered reasonable will give due consideration to the operational needs of the mine and the safety of ~~employees~~Employees and others on the ~~minesite~~mine site consistent with the Callide-Fitness for Duty Fatigue Procedure.

Roster Change Process

In the event that the Company seeks to vary existing rosters or hours of work, or introduce a different roster, the Company will follow the below process:

Step 1: Subject to clauses 15.1 and 15.2, Consultation with Employees and Workplace Representatives will precede a permanent or temporary variation to the existing rosters and rostered hours of work. As part of consultation the Company will provide in writing its reasons for seeking any such change supported with the following key performance metrics of:

- Safety incidents where the change to the working arrangements are reasonably considered to be a contributing factor measured against

Callide Mine Union Enterprise Agreement 2017-2021

- Recordable Injury Frequency Rates;
- High Potential Injury Frequency Rates (shall have the same meaning as within the *Coal Mining Safety and Health Act 1999 & Regulations*);
- Journey management related incidents
- Fatigue related events
- Productivity measured against
 - Calendar utilisation of scheduled time for equipment; and
 - Productivity of equipment;

Step 2: If a majority of directly affected Employees agree to the different roster or hours of work, it can be introduced. Whether a majority of directly affected Employees agree will be determined via an electronic secret ballot facilitated by an independent body such as the Australian Electoral Commission (at the company's expense).

Step 3: If a majority of directly affected Employees do not agree, then after giving the directly affected employees 28 days notice, the Company can undertake a trial of the different roster or hours of work for a maximum of four (4) months.

Step 4: If a majority of directly affected Employees agree, the different roster or hours of work can be introduced after completion of the trial. Whether a majority of directly affected Employees agree will be determined via an electronic secret ballot facilitated by facilitated by an independent body such as the Australian Electoral Commission (at the company's expense).

Step 5: If a majority of directly affected Employees do not agree, then following the trial, the Company will consult further with Workplace Representatives. As part of that consultation the outcome of the trial will be reviewed using the key performance metrics outlined in step 1 above. The key performance metrics will be given equal weighting. All key performance metric data collected by the Company over the period of the trial shall be made available to the Workplace representatives.

- Should the key performance metrics measured over the duration of the trial demonstrate an improvement from the previous twelve (12) month averages (being the 12 month period immediately prior to the commencement of the trial) the implementation of the new Roster can be completed.
- Should the key performance metrics measured over the duration of the trial not demonstrate an improvement from the previous twelve (12) month averages (being the 12 month period immediately prior to the commencement of the trial), the implementation of the new Roster will not take effect and the previous roster will be returned to within seven (7) days.

12.3 Change of Shift

- a) If requested by the Company, a 5 Day Week Roster Employee will be required to move

Callide Mine Union Enterprise Agreement 2017-2021

to a different position in their shift roster with at least 24 hours notice. Where the change of shift is temporary, the Employee will be paid the applicable shift penalty in accordance with clause 11.2.4 of this Agreement, while working the temporary shift arrangement.

- b) If requested by the Company, a Weekend, 6 or 7 Day Roster Employee will be required to move to a different position in their shift roster with 7 days appropriate written notice. Where less than 7 days appropriate written notice is given, they will be paid at the applicable overtime rate for all work from the time of change of shift until the 7 days' notice would have expired.
- c) Subject to ~~the consultative provisions outlined in~~ clause 12.2 of this Agreement, the number, length and spread of shifts may be varied by the Company by giving 7 days appropriate written notice to the Employees affected by the variation, including the introduction of new rosters or transferring an Employee to another existing roster. Where less than 7 days appropriate written notice is given the Employee will be paid at the applicable overtime rate for all work from the time of change of roster until the one week's notice would have expired. No disadvantage to an Employee's payment for time and penalties worked shall occur. Where the roster pattern's ratio of rostered days on and off remains the same, this balance will be preserved over the transition period which shall not extend past two roster cycles. Where there is a change from one roster pattern to another the balance of earned roster time off shall be preserved and taken prior to the change.
- d) If an Employee who normally works on a day shift only is required to temporarily work afternoon or night shift on three or more consecutive working days they will be paid at overtime rates in accordance with clause 11.2.1 for the first shift and after that they will be paid in accordance with clause 11.4 for any other shifts.
- e) If an Employee who normally works on a Day Shift only is required to work shift work for a period less than three consecutive working days then the Employee will be paid at overtime rates in accordance with clause 11.2.1 for any afternoon or night shift. An exception to this is where the requirement is caused by the failure of any other Employee to come on duty at the appropriate time.

For the purposes of clause 12.3 a text message is not considered written notice.

12.4 Non Rostered Overtime

The Company may request an Employee to work reasonable non rostered overtime, in addition to the rostered overtime included in the Employee's roster ~~having regard to Callide Mines Fatigue Procedure.~~ An Employee who works overtime will be entitled to a crib break breaks in accordance with ~~clause~~

12.6 of this Agreement.

12.5 Starting and Finishing Places

The starting and finishing places of work shall be the workshop for an Employee in the Engineering area and the muster area for an Employee in the Production area. An alternative starting and finishing place can be established by agreement between the parties. If an Employee is required to relocate during their rostered shift for any reason the Company will provide transport unless there is agreement with the Employee.

12.6 Crib Time

All Crib Times will commence when the Employee enters the crib room. These periods shall be counted as time worked.

Employees are entitled to Crib room facilities that are hygienically cleaned on a shift basis, climate controlled and have adequate bathroom facilities available.

Crib rooms will be away from the work area where possible and Employees will have access to the facilities without interruption from Company representatives, or technology located within the crib room, to allow for an appropriate break from their normal duties.

1. For hours of work less than or equal to ten and a half hours, a period of thirty minutes shall be allowed for the taking of crib. ~~This period shall be counted as time worked.~~
2. For hours of work greater than ten and a half hours, and up to twelve and a half hours two periods of thirty minutes shall be allowed for the taking of crib. These periods shall be counted as time worked. Where practicable, the two crib breaks shall be evenly spread throughout the hours of work.
3. ~~Where practicable an~~ For hours of work greater than twelve and a half hours, three periods of thirty minutes shall be allowed for the taking of crib.

An Employee will not be compelled to start their crib break within the first three hours of the shift and will not work more than five hours without taking a paid crib break.

Any Employee shall be able to take a break at any time for the purposes of managing individual fatigue without recrimination or discipline. In such cases the Employee shall make Supervision aware of the break / action being taken.

12.7 Ten Hour Break

The Company shall not allow Employees to work without having had ten (10) consecutive hours off duty between the work on successive days. Employees shall not be disadvantaged due to having had a ten (10) hour break. There shall be no loss of normal pay for hours of work time which occur during this absence.

1213 Use of Contractors

13.1 Decision to Utilise

- a) The Company shall utilise ~~contractors~~Contractors and Original Equipment Manufacturers (OEM) ~~when it deems necessary.~~ While the Company may utilise ~~contractors~~Contractors, the Company is committed to the effective and efficient utilisation of the skills of all its ~~employees~~Employees, and acknowledges ~~employees~~Employees can make a valuable contribution to the workplace through application of their skills and experiences.
- b) ~~Within reason, the~~The Company will consult and keep Workplace Representatives informed of contract works.
- c) The decision to engage Contractors will be based on ~~all or any of:~~
 - Operational efficiency~~;~~
 - Cost effectiveness~~;~~
 - Timeliness~~;~~ and
 - The requirement for specialist skills.

13.2 Contractor Rates

Wages and conditions for employees of Contractors will be regulated by the appropriate industrial instrument that is in place between the employer and its employees provided that the Company will ensure that persons engaged as Contractors receive wages and conditions that are no less than those provided by the Award.

1314 Use of Production Supplementary Labour

The Company may at its discretion also utilise labour hire companies and shall require those employers to remunerate their employees.

14.1 Decision to Utilise

- a) The Company shall utilise Supplementary Labour when it deems necessary. The Company will consult and keep Workplace Representatives appropriately informed of work to be performed by Supplementary Labour.
- b) The decision to engage Supplementary Labour will be based on ~~all or any of:~~
 - Operational efficiency~~;~~
 - Cost effectiveness~~;~~
 - Timeliness~~;~~ and
 - The requirement for specialist skills.

14.2 Production Supplementary Labour Rates

Wages and conditions for Supplementary Labour will be regulated by the appropriate industrial instrument that is in place between the employer and its employees provided that the Company

Callide Mine Union Enterprise Agreement 2017-2021

will ensure that persons engaged as Supplementary Labour receive wages and conditions that are no less than those provided by the Award applicable modern award.

1415 Consultation

15.1 Consultation regarding major workplace change

- a) Where ~~Callide Mine~~The Company has made a definite decision to introduce major changes in production, program, organisation structure or technology that are likely to have significant effects on Employees, ~~Callide Mine~~The Company shall notify and discuss relevant information about the changes with the Employees who may be affected by the proposed changes, and the Workplace Representatives.
- b) “Significant effects” include termination of employment, major changes in the composition, operation or size of the Callide Mine workforce or the skills required, the elimination or reduction of job opportunities, promotion opportunities, the alteration of hours of work, the need for retraining or transfer of Employees to other work or locations and the restructuring of jobs. Matters altered by this Agreement shall be deemed not to have significant effect.
- c) ~~Callide Mine~~The Company shall discuss with the Employees affected and the Workplace Representative, amongst other things, the introduction of the changes referred to in clauses 15(a) and (b), the effects the changes are likely to have on Employees, measures to avert or mitigate the adverse effects of such changes on Employees, and shall give prompt consideration to matters raised by the Employees in relation to the changes.
- d) The discussion shall commence as early as practicable after a definite decision has been made by ~~Callide Mine~~The Company to make the changes referred to in clauses 15(a).

15.2 Consultation about changes to rosters or hours of work

- a) Where the Company proposes to change an Employee’s regular roster or ordinary hours of work, or crew, the Company must consult with the Employee or Employees affected and their representatives, ~~if any~~, about the proposed change.
- b) The Company must:
 - provide to the Employee or Employees affected and their representatives, if any, information about the proposed change (for example, information about the nature of the change to the Employee’s regular roster or ordinary hours of work and when that change is proposed to commence);
 - invite the Employee or Employees affected and their representatives, if any, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities); and
 - give consideration to any views about the impact of the proposed change that are given by the Employee or employees concerned and/or their representatives.
- c) The requirement to consult under this clause does not apply where an employee has irregular, sporadic or unpredictable working hours.

- d) These provisions are to be read in conjunction with other Agreement provisions concerning the scheduling of work and notice requirements.

1516 Grievance Procedure

16.1 Continuation of Work

Any grievance, dispute or claim arising out of the application of this Agreement or the National Employment Standards (NES) shall be dealt with in accordance with clause 16.2. Whilst this procedure is being followed, work will continue in accordance with the reasonable work directions of an authorised Company representative, within the Employee's recognised skills competence and training, and in accordance with safe working practices.

The parties will seek speedy resolution to grievances arising out of the application of this Agreement and will not unreasonably hinder genuine endeavours for the speedy resolution of a grievance.

16.2 Procedure

- a) The matter shall first be discussed between the Employee, the Employee's Workplace Representative and their immediate Supervisor.
- b) If the matter remains unresolved after seven (7) calendar days, it shall be referred in writing by the person raising the grievance for discussion between the Employee, the Employee's Workplace Representative and the relevant ~~Process~~ Coordinator/Superintendent or their representative.
- c) If the matter remains unresolved after seven (7) calendar days, it shall be referred for discussion between the Employee, the Employee's Workplace Representative and the relevant Department Manager or their representative.
- d) If the matter remains unresolved after seven (7) calendar days, it shall be referred to an official or employee of the Employee's union, and senior Company officials for resolution.
- ~~e)~~ If the matter remains unresolved after fourteen (14) calendar days, it will be referred to the FWC or court of competent jurisdiction. By agreement between the parties all or any of Fair Work Commission for conciliation.
- ~~f)~~ Following conciliation, if the matter remains unresolved after seven (7) calendar days, the steps c) or d) matter shall be referred to an official or employee of the Employee's union, and the senior Company officials for resolution.
- ~~g)~~ If the matter is not resolved after seven (7) calendar days, either party may be bypassed and refer the matter to the Fair Work Commission for arbitration.
- ~~e)h)~~ In the interests of a speedy resolution, the parties may agree to bypass steps b), c), or d).
- ~~i)~~ A matter is resolved or withdrawn if there has been written correspondence between the parties confirming the withdrawal or resolution. A matter is also resolved if there has been an arbitrated decision on the matter, subject to any party's appeal rights.

17 Public Holidays

17.1 Recognised Public Holidays

The recognised public holidays shall be the days gazetted from time to time as public holidays, which are generally observed by the public as public holidays, in the State of Queensland. Currently the public holidays are:

New Years Year's	Australia Day	Good Friday	Easter Saturday
Easter Monday	Anzac Day	May Day	Biloela Show Day
Queens Queen's	Christmas Day	Boxing Day	Easter Sunday

Each public holiday shall be a period of 24 hours commencing from the start of the first shift assigned as a public holiday. For the avoidance of doubt, Christmas Day commences at 6.00pm on 24 December. Christmas Day and Boxing Day is the period of 48 hours from that time.

17.2 Transfer of Recognised Public Holidays

Agreement may be reached between the Company and the majority of Employees affected to observe any holiday other than on the days prescribed in clause 17.1. In such case the agreed day shall become the holiday for the purposes of this Agreement and the actual public holiday shall become an ordinary working day. Where the gazetted public holidays for Christmas Day and/or Boxing Day are days other than the 25 December and 26 December respectively, it is agreed that for Employees whose roster includes work on public holidays, 25 December and 26 December will be the public holidays and the gazetted public holidays shall be ordinary working days.

17.3 Payment

The payment for each recognised public holiday is contained in the Total Annualised Salary provided in clause 11 Remuneration of this Agreement.
~~clause 11 Remuneration of this Agreement.~~

17.4 Notice of Public Holidays to be Worked

Unless notified otherwise by the Company, Employees rostered to work on Public Holidays will work all Public Holidays for which they are rostered, except Christmas Day (25th December) and Boxing Day (26th December). ~~The two Public Holidays not to be worked may be worked by Employees on a voluntary basis.~~

1618 Leave

Subject to any specific notification periods provided for in this clause, Employees are required to notify the Company of any intended absence from work as soon as possible and at least prior to the start of the first shift missed for all forms of leave provided in this clause.

18.1 Annual Leave

18.1.1 Accrual

Employees shall accrue annual leave at the following hourly rates on a pro rata basis for
Page 37 of 49

Callide Mine Union Enterprise Agreement 2017-2021

each twelve months continuous service with the Company:

- a) 7 day rosters, and rosters that require an Employee to work public holidays and not less than 272 ordinary hours per year on Sundays:

6 weeks x 35 ordinary hours = 210 hours per year
6 weeks x 35 ordinary hours = 210 hours per year

- b) All other rosters:

5 weeks x 35 ordinary hours = 175 hours per year

5 weeks x 35 ordinary hours = 175 hours per year

18.1.2 Deductions ~~From~~ Accruals

The ordinary hours of all shifts on annual leave will be deducted from the Employee's annual leave accrual (See Appendix 1).

18.1.3 Time of Taking Leave

~~a) An Employee may take their annual leave entitlement in blocks of no less than one week, inclusive of rostered days off and other non-working days, except that no more than five single days of annual leave may be taken in any January to December period.~~

a) Annual leave will be taken by approval of the Employee's supervisor and will be approved unless the Company ~~view the operation and efficiency of the mine~~ will be adversely affected by the granting of leave at the time. Approval or otherwise will be notified to the Employee ~~in a timely manner, within 7 calendar days of the application being made with the exception of the peak holiday periods of Christmas and Easter. The Company shall not factor in the absence of personnel not covered by this Agreement or the absence of personnel providing relief supervisory coverage when making a decision to approve or otherwise an Employee's application.~~

b) When considering annual leave applied for within the peak holiday periods of Christmas (+/- 10 days either side of Christmas Day) and Easter (+/-5 days either side of Easter Sunday), the Company will take into account factors such as whether an Employee has had the same period off prior, to ensure an open and transparent process that provides for equal access opportunity to leave for all Employees.

Before annual leave is approved for the peak holiday periods of Christmas and Easter the following process shall occur in order of application:

- i. Leave may be applied for at any time, but shall not be approved outside of a period of six (6) months prior to the leave dates applied for.
- ii. Before the approval of leave occurs the affected work group shall be consulted for similar interest or competing applications.
- iii. Personnel who have taken less leave over these periods shall have priority over those who have taken a greater amount.
- iv. All other factors being equal, Employees who have a greater amount of leave accrued shall be given preference over Employees with less accrued leave.

Callide Mine Union Enterprise Agreement 2017-2021

It is acknowledged that Employees covered by this Agreement have the right to access Annual Leave entitlements and applications will not be unreasonably refused.

18.1.4 Public Holiday Falling During Period of Leave

For Employees, whose roster and remuneration includes work on public holidays if public holidays fall within such Employee's Annual Leave, the leave will be deducted from the Employee's Annual Leave entitlement for such public holidays except for Christmas Day and Boxing Day.

For Employees whose roster and remuneration does not include work on public holidays, if public holidays fall within such Employee's Annual Leave, the leave will not be deducted from the Employee's Annual Leave entitlement for those public holidays.

18.1.5 Payment on Termination of Employment

On the termination of employment an Employee's untaken hours of annual leave will be paid out at Total Salary rate.

Where an Employee terminates due to a bona fide retirement due to age (as recognised by Australian superannuation legislation) or due to ill health, their annual leave accrual for the purposes of their termination payment, will be increased to include the additional amount of annual leave, and long service leave that would have accrued should they have continued to have remained employed for the extent of their accrued annual leave and long service leave owing at the time of their retirement. There will be no accruals on these additional accruals.

18.1.6 Annual Leave Management

An Employee's annual leave entitlement shall not exceed more than ~~one~~two year's entitlement (~~excluding current year accruals~~) as outlined in clause 18.1.1 at any point in time unless otherwise agreed, in writing, between the Employee and their ~~supervisor~~relevant Department Manager.

To assist with Annual Leave management, all Employees covered by this Agreement will have access to a Leave Rolling Roster Spreadsheet (read only access). This spreadsheet will highlight the number of Employees by work area and crew who either do or will exceed more than two year's entitlement as outlined in clause 18.1.1 and shall provide a path to return leave entitlements below two years entitlement within six months.

Annual Leave quotas are as follows:

- 21% (rounded up to the nearest whole number) can be away on annual leave at any time during the period of leave (based on crew numbers for Employees, per work area). For clarity, the approval of, or taking of, annual leave up to 21% will not be affected by any other forms of leave. When considering an application for annual leave, the Company will not take into account other Employees who may be (or will be) accessing other types of leave (LSL or Personal/Carer's leave etc.)
- Crew numbers for the purpose of calculating the above ratios will not include apprentices, trainees, or employees not covered by this Agreement. Crew numbers will be provided by the relevant Department Manager to an Employee upon request.
- If the opportunity arises, the leave numbers may be increased from time to time at the Company's discretion and subject to operational requirements and the availability of suitable skilled labour.

18.1.7 Shutdowns

Where the Company decides to shut down all or part of the mine operation and requires an Employee to take annual leave, a minimum of four ~~weeks~~weeks' notice of this requirement will be given to each Employee. An Employee who receives such notice will take annual leave.

18.1.8 Payment

Payment for a period of annual leave will be made as a part of the Employee's normal pay. An Employee will be paid the greater of the Employee's Total Annualised Salary for the period under clause 11.4 of this Agreement or the Base Salary rate provided in clause 11.1 plus a loading of 20%.

18.2 ~~18.2~~ Personal/Carer's Leave

Employees may take Personal/Carer's leave:

- a) If Employees are not fit for work because of a personal injury or illness; or
- ~~a) —~~ To provide care or support to a member of their immediate family or household
- b) who requires care or support because of:
 - i. A personal illness or injury affecting the member; or
 - ii. An unexpected emergency affecting the member;
- c) Employees may also take personal/carer's leave for a maximum of up to one shift to attend the funeral of a close personal friend.

18.2.1 Amount of Personal/Carer's Leave

- a) On commencement of employment an Employee will be credited with 105 Personal/ Carer's leave hours (3 weeks multiplied by the ordinary hours per week).
- b) On each anniversary date of the Employee's employment an Employee will be credited with a further 105 hours of Personal/ Carer's leave.
- c) Personal/ Carer's leave will be cumulative without limitation.

d) Where an Employee has exhausted their personal/carer's leave entitlement and continues to be absent for a genuine reason/s, the Company may request additional proof of Illness.

The Employee shall at their option be able to continue to access any of the following:

- Unpaid personal/carer's leave; or
- Annual leave; or
- Long Service leave.

Payment for Personal/ Carer's leave will be made as a part of the Employee's normal pay and paid at the Employee's Total Annualised Salary Rate as provided in clause 11.4 of this Agreement.

18.2.2 Notification

Callide Mine Union Enterprise Agreement 2017-2021

The Employee must give the Company notice of the taking of Personal/ Carer's leave as soon as practicable (which may be a time after the leave has started) and must advise the Employer of the period, or expected period, of the leave.

18.2.3 Deductions ~~From~~ from Accruals

Any Personal/Carer's leave taken will be deducted from the Employee's Personal/ Carer's leave entitlement on an hourly basis, according to the number of ordinary hours missed (see Appendix 1).

18.2.4 Proof of Illness or Injury

- ~~a) The Company may require an Employee to prove to the satisfaction of their supervisor, that their absence from work was on account of genuine illness or injury.~~
- a) A medical practitioner's certificate is required for all Personal/ Carer's leave ~~offor~~ more than two consecutive rostered shifts.
- b) Failure to supply a medical practitioner's certificate in accordance with ~~this~~ clause 18.2.4 a) may result in disciplinary action in accordance with the ~~Disciplinary Procedure~~ Accountability and Personal Conduct Policy.
- ~~c) Where the Company can establish that an Employee has set a pattern of absenteeism by the use of payroll records, the Company may request evidence that would satisfy a reasonable person that the absence from work was on account of a genuine reason and may result in disciplinary action in accordance with the Accountability and Personal Conduct Policy.~~
- ~~d) Where evidence of an absence is required, evidence may be in the form of;~~
- ~~• a medical practitioner's certificate; or~~
 - ~~• Chemist Certificate; or~~
 - ~~• a Statutory Declaration.~~

18.2.5 Payment on Termination of Employment

On resignation, retrenchment or retirement accrued Personal/Carer's leave hours up to and including three hundred and fifty (350) hours will be paid out at the Base Hourly Rate provided in clause 11.1 of this Agreement.

On termination other than for misconduct accrued Personal/Carer's leave hours over and above three hundred and fifty (350) hours will be paid out at the Total Annualised Salary rate.

In cases where termination of employment is a result of misconduct all accrued Personal/Carer's leave will be paid out at the Base Hourly Rate provided in clause 11.1 of this Agreement.

Where an Employee terminates due to a bona fide retirement due to age (as recognised by Australian superannuation legislation) or due to ill health, their Personal/Carer's leave accrual, for the purposes of their termination payment, will be increased to include any additional Personal/Carer's leave accruals that would have accrued should they have continued to have remained employed for the extent of their accrued annual leave and long service leave owing at the time of their retirement. There will be no accruals on these additional accruals.

18.2.6 Salary Sacrifice Arrangements

In accordance with the applicable legislation, an Employee prior to each anniversary date who has an existing Personal/Carer's leave entitlement of 350 hours or more Personal/Carer's leave can elect to transfer the total Personal/Carer's leave entitlement for the coming calendar year to their superannuation fund. The monetary amount will be 3 weeks of the Base Salary provided in clause 11.1 of this Agreement at the before tax value.

18.2.7 Payout of Personal/Carer's Leave Entitlement

In accordance with the applicable legislation and standard Company commercial practices, the Company may approve an Employee's application for a lump sum payment of Personal/Carer's leave entitlement provided their remaining Personal/Carer's leave balance is not less than 350 hours and the payment is not contrary to the Company's commercial interests. Each hour paid will be at the Employee's Total Annualised Salary Rate, plus Superannuation, and taxed at the applicable rate. Each application will be assessed on the circumstances that exist at the time and a first in first served basis. Any agreement between the Company and the Employee with respect to the cashing out of Personal/Carer's leave must be in writing.

18.3 Pressing Domestic Leave

Subject to the approval of the relevant Department Manager, an Employee absent from work because of a family crisis that has occurred immediately prior to, or during the Employee's shift, will be entitled to leave of up to one day on each occasion without loss of pay or leave entitlements. Once alternative arrangements have been organised, or the crisis has ceased the Employee is to return to work.

18.4 Parental Leave

Employees are entitled to parental leave in accordance with the Act. In summary, the entitlement under the Act is as follows:

- a) After 12 months continuous service, Employees are entitled to a total of 52 weeks of unpaid parental leave in relation to the birth or adoption of their child.
- b) where the Employee is a member of an employee couple within the meaning of the Act, parental leave is to be available to only one parent at a time, except that both parents may simultaneously access the leave if the following requirements are met:
 - (i) the concurrent leave must not be longer than 8 weeks in total;
 - (ii) the concurrent leave may be taken in separate periods, but, unless, the Company agrees, each period must not be shorter than 2 weeks;
 - (iii) unless the Company agrees, the concurrent leave must not start before the time of birth or adoption of the child.

The Company will pay an Employee at their Total Annualised Salary Rate for one week of their parental leave.

18.5 Compassionate Leave

An Employee is entitled to a leave of absence not exceeding two days on each occasion without

Callide Mine Union Enterprise Agreement 2017-2021

loss of pay or debit to any accrued entitlements when a household or family member:

- a) _____ contracts or develops an injury or illness that poses a serious threat to their life;
- or
- a)b) _____ dies.

Other relationships may be considered for the purposes of this leave depending on special individual circumstances and at the discretion of the General Manager.

18.6 Long Service Leave

18.6.1 Amount of Long Service Leave

An Employee shall accrue long service leave at the rate of 13 weeks for each eight years of continuous service in the coal mining industry.

18.6.2 Continuous Service

For the purpose of clause 18.6.1, service shall be deemed to be continuous notwithstanding:

- a) Any interruption or termination of employment in the coal mining industry if such interruption or termination has been made by an employer merely with the intention of avoiding any obligation in respect of long service leave.
- b) Any interruption of employment in the coal mining industry which occurs because of a change of employment in the industry, provided any such interruption does not exceed three months or such further period as may be agreed between the Union and the Company, or in the event of disagreement, as determined by FWC. The period of interruption shall not count as service.
- c) Any absence on account of compensable injury or recognised holidays, annual leave, ~~sick~~paid personal/carer's leave, long service leave, or attendance for compulsory medical examination in connection with employment or attendance at any court under subpoena issued out of that court or bona fide absence by a Workplace Representative with the permission of the Company to attend to union business. The period of absence shall count as service.
- d) Any interruption that has arisen directly or indirectly from a dispute concerning industrial matters and the preservation of continuity of employment forms part of any settlement of the said dispute. The period of absence shall count as service.
- e) Any absence that has arisen directly or indirectly from a dispute concerning industrial matters not settled in accordance with clause ~~13~~16 of this Agreement. The period of absence shall not count as service.

18.6.3 Time of Taking Leave

Long service leave may be taken at any time by an Employee who has become due for such leave provided that:

- a) Unless otherwise agreed, 28 days notice will be provided by an Employee to take long service leave. Provided the 28 days notice has been given, the granting of long service leave ~~in excess of four weeks~~ shall not affect any other leave approval and vice versa. The Company shall approve or otherwise the long service leave application within 14 days.
- b) The operations of the mine will not, in the opinion of the Company, be adversely affected by the granting of the leave at that time.
- c) An Employee who has accumulated thirteen weeks of entitlement may, with the consent of his/her supervisor, take that entitlement.
- d) Following the first entitlement of long service leave, and whilst employment remains continuous, an Employee may take further long service leave for each sixty-four weeks of service.
- e) Long service leave shall not be taken in periods of less than two weeks.
- f) Long service leave taken will be deducted from the Employee's Long service leave entitlement on an hourly basis, according to the number of ordinary hours missed (see Appendix 1).

18.6.4 Payment

Payment for a period of long service leave will be at the Total Annualised Salary rate and made as a part of the Employee's normal pay.

18.6.5 Public Holidays Falling During Leave

For Employees, whose roster and remuneration includes work on public holidays if public holidays fall within such Employee's Long Service Leave, the leave will be deducted from the Employee's Long Service Leave entitlement for such public holidays except for Christmas Day and Boxing Day.

For Employees whose roster and remuneration does not include work on public holidays, if public holidays fall within such Employee's Long Service Leave, the leave will not be deducted from the Employee's Long Service Leave entitlement for those public holidays.

18.6.6 Payment on Termination of Employment

- a) Where the services of an Employee are terminated by statute, or by the Company because of ill health, or in the case of death, the Employee shall be granted payment at the Total Annualised Salary rate provided in clause 11.4 of this Agreement for any long service leave accumulated and not already taken.
- b) On termination of employment, an Employee who at the date of such termination has accumulated a minimum of thirteen weeks of entitlement shall be granted payment at the Employee's Total Annualised Salary rate as provided in clause 11.4 for any long service leave accumulated and not already taken.

18.6.7 Credit for Prior Service

An Employee or prospective employee whose services have been terminated through severance or retrenchment and at the date of such termination, had an entitlement to long service leave accrued and not already taken or paid in lieu, shall upon re-employment under this Agreement, subject to prevailing legislation, be given credit for such prior service.

18.6.8 Retrenchment – Payment When More Than Six ~~Years~~ Years' Service

An Employee who has a minimum of six completed years of continuous service, whose services are terminated by the Company because of slackness of trade and who despite taking all reasonable steps has been unable to obtain within a period of three months after the date of such termination, or the attainment of the age of sixty years or death (whichever happens first), further employment in the industry, shall be entitled to receive payment at their Total Salary rate at the time of termination of employment. In the event of disagreement regarding the reasonableness of the steps taken, FWC may certify, that reasonable steps were taken to obtain such work, and the Company shall provide payment at the Employee's Total Salary rate as provided in clause 11.1 for any long service leave accumulated and not already taken.

18.7 ~~18.7~~ Community Services & Jury Service Leave

An Employee who engages in an eligible community service activity is entitled to be absent from his or her employment while he or she is engaged in the activity and for reasonable travel and rest time, in accordance with the Act.

An Employee who is a member of the Defence Force or Emergency Services may obtain paid leave of absence, subject to business requirements, for up to 4 weeks for basic training, and another 4 weeks for initial employment training, 2 weeks per year after to attend training courses or other duties required by these functions. Leave applications will require appropriate documentation from the Defence Force or Community Service outlining the requirement for the Employee to attend these duties.

The leave payment will be the difference between the Employee's Total Annualised Salary Rate and the payment from the Defence Force or Community Service upon provision of the appropriate documentation.

An Employee required to attend jury service will be reimbursed the difference between their Total Annualised Salary Rate and the jury fees paid, upon provision of the appropriate documentation.

18.8 Leave to deal with Family and Domestic Violence

18.8.1 This clause applies to all Employees, including casuals.

18.8.2 Definitions

a) In this clause:

family and domestic violence means violent, threatening or other abusive behaviour by a family member of an employee that seeks to coerce or control the employee and that causes them harm or to be fearful.

Callide Mine Union Enterprise Agreement 2017-2021

family member means:

- (i) a spouse, de facto partner, child, parent, grandparent, grandchild or sibling of the employee; or
 - (ii) a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the employee; or
 - (iii) a person related to the employee according to Aboriginal or Torres Strait Islander kinship rules.
- b) A reference to a spouse or de facto partner in the definition of family member in clause a) includes a former spouse or de facto partner.

18.8.3 Entitlement to unpaid leave

An Employee is entitled to 5 days unpaid leave to deal with family and domestic violence, as follows:

- a) the leave is available in full at the start of each 12- month period of the Employee's employment; and
- b) the leave does not accumulate from year to year; and
- c) is available in full to Temporary and Casual Employees.

Note:

- 1. A period of leave to deal with family and domestic violence may be less than a day by agreement between the Employee and the employer.
- 2. The employer and Employee may agree that the Employee may take more than 5 days' unpaid leave to deal with family and domestic violence.

18.8.4 Taking unpaid leave

An Employee may take unpaid leave to deal with family and domestic violence if the Employee:

- a) is experiencing family and domestic violence; and
- b) needs to do something to deal with the impact of the family and domestic violence and it is impractical for the Employee to do that thing outside their ordinary hours of work.

Note: The reasons for which an Employee may take leave include making arrangements for their safety or the safety of a family member (including relocation), attending urgent court hearings, or accessing police services.

18.8.5 Service and continuity

The time an Employee is on unpaid leave to deal with family and domestic violence does not count as service but does not break the Employee's continuity of service.

18.8.6 Notice and evidence requirements

- a) Notice

Callide Mine Union Enterprise Agreement 2017-2021

An Employee must give their employer notice of the taking of leave by the Employee. The notice:

(i) must be given to the employer as soon as practicable (which may be a time after the leave has started); and

(ii) must advise the employer of the period, or expected period, of the leave.

b) Evidence

An Employee who has given their employer notice of the taking of leave must, if required by the employer, give the employer evidence that would satisfy a reasonable person that the leave is taken for the purpose specified.

Note: Depending on the circumstances such evidence may include a document issued by the police service, a court or a family violence support service, or a statutory declaration.

18.8.7 Confidentiality

a) Employers must take steps to ensure information concerning any notice an Employee has given, or evidence an Employee has provided is treated confidentially, as far as it is reasonably practicable to do so.

b) Nothing prevents an employer from disclosing information provided by an Employee if the disclosure is required by an Australian law or is necessary to protect the life, health or safety of the Employee or another person.

Note: Information concerning an Employee's experience of family and domestic violence is sensitive and if mishandled can have adverse consequences for the Employee. Employers should consult with such Employees regarding the handling of this information.

18.8.8 Compliance

An Employee is not entitled to take leave under this clause unless the Employee complies with this clause.

19 Inclement Weather

The parties to the Agreement will collectively work towards the minimisation of lost time due to Inclement Weather and undertake to adopt the following principles with regards to Inclement Weather and the idle time Inclement Weather creates.

All parties will adopt a reasonable approach as to what constitutes Inclement Weather. The relevant Supervisor in conjunction with the Employees rostered on shift and their elected representative will assess the weather conditions and where necessary the Supervisor will transfer Employees to a safe area which may include other work activities or training.

Where Employees are prevented from getting to Site by Inclement Weather conditions, and where training/information/workshops sessions can be arranged by the Company at an alternative work location (not a personal residence), Employees will be required to attend. If Company training is not arranged, Employees rostered for work will receive no loss of earnings or

Callide Mine Union Enterprise Agreement 2017-2021

entitlements.

Employees rostered for work will incur no loss of earnings or entitlement for the time at which they were delayed in arriving to work due to Inclement Weather.

In the case where the Employee cannot attend work for any duration of their rostered shift, the Employee will be able to access any suitable leave entitlements covered by this Agreement for their rostered shifts that have been affected by Inclement Weather; for example, Pressing Domestic leave, Personal/Carer's leave, Annual Leave and Unpaid Leave.

When there is no access by road to hospital facilities i.e. due to Inclement Weather Employees will not be required or allowed to work in the field or in the workshop or in the CHP, due to increased risk in the event of any injury. In such cases Employees will be occupied with low risk work (e.g. training) or will sit out the time until the conditions allow for a normal return to work. Employees will be paid in full in such cases. Payment will not extend beyond the end of that shift.

Where the indications are that the access to Employees usual place of residence (within the 70 km by road from the town of Biloela) by road will be cut off by Inclement Weather, the Company will ensure that all relevant Employees are allowed to proceed home earlier than their normal end of shift time with no loss of earnings or entitlements. At no time should Employees unnecessarily expose themselves to risk due to flooding etc. Employees should not cross a bridge that has flooded over, or if the road is closed by proper authorities.

1720 Workers' Compensation

Workers' compensation shall occur in accordance with the *Workers' Compensation and Rehabilitation Act 2003*, provided that where an Employee is unable to attend work due to a work related injury, and is participating in any required rehabilitation or medical assessment processes in accordance with the *Workers' Compensation and Rehabilitation Act 2003* (Qld), the Company will remunerate the Employee in accordance with their Total Annualised Salary.

In the event that Workcover disallow any claim, the Company will adjust the Employee's Personal/Carer's leave entitlement for the time of incapacity. Should the Employee have insufficient Personal/Carer's leave entitlements the Employee may elect to use other leave entitlements, or will return all monies paid by the Company during the time of incapacity to the Company.

Employees are required to notify the Company of any intended absence from work on Workers' Compensation as soon as possible and at least prior to the start of the first shift missed.

1821 Separation Provisions

21.1 Separation Process

Where it becomes necessary for the Company to reduce the number of Permanent Full Time Employees, the following procedure will be applied:

- a) the Company shall consult with Workplace Representatives in accordance with the Consultation clause (clause 15).
- b) the Company shall consider whether the required employment levels can be achieved through natural attrition, ~~a reduction in contract, OEM and supplementary labour,~~

Callide Mine Union Enterprise Agreement 2017-2021

~~and/or an appropriate voluntary redundancy scheme. Where the numbers to be reduced can't be achieved through natural attrition, the numbers will be reduced in the following order:~~

- ~~i. b) In the Engineering Department a reduction in Contractor labour (where Employees can perform that task);~~
 - ~~ii. In the Production Department, a reduction in Production Supplementary Labour; then~~
 - ~~iii. An appropriate voluntary redundancy scheme, provided that the Company has the right to determine whether to accept applications for voluntary redundancy in order to retain appropriate levels of skill and experience.~~
- c) In the event that the required employment levels are not achieved, the Company shall consult with Workplace Representatives before implementing alternative separation arrangements. ~~The Company acknowledges that Workplace Representatives may seek to rely upon provisions governing redundancy that may be provided for in the Award, such as forced redundancies.~~

21.2 Payment

Subject to ~~2021.2(d)~~, if the Company decides to reduce the number of Permanent Full Time Employees, a Permanent Full Time Employee shall receive:

- a) notice of termination or pay in lieu of notice in accordance with the applicable legislation.
- b) a retrenchment payment calculated at the rate of three weeks Base Salary for each completed year of employment with the Company, plus a proportionate payment for the incomplete year of service calculated at the rate of the number of completed weeks of employment, divided by 52, multiplied by three weeks Base ~~Weekly Rate~~Salary.
- ~~a) a transition allowance of \$7,000 net.~~
- c) An Employee will not be entitled to benefits in accordance with ~~2021.2(a), (b)~~ and ~~(e)~~ in the following circumstances:
 - i. The Company causes to be made available alternative employment in the Biloela area; and
 - ii. The alternative employment is on the same, or substantially the same terms and conditions of employment; and
 - iii. The new employer recognises the Employee's existing leave entitlements and service with the Company; and
 - iv. The Employee accepts the alternate employment.

21.3 Ex-gratia Payment

An Employee whose employment is terminated due to injury, ill health or death, and who does

Callide Mine Union Enterprise Agreement 2017-2021

not have a Common Law Workcover claim against the Company, will be paid an ex- gratia payment of \$15,000 net.

1922 Workplace Matters

22.1 Workplace Representatives

An Employee who is elected as a representative ~~of the workplace~~ shall, upon written notification ~~to and acceptance (such acceptance relates only to the number of representatives be accepted and shall not be unreasonably withheld)~~ by the ~~Human Resources department~~ Company, be recognised as an ~~accredited elected~~ Workplace Representative for matters related to the operation ~~and replacement~~ of this Agreement. With the permission of their supervisor an ~~accredited elected~~ Workplace Representative will be able to undertake duties that are required of this role within working hours.

22.2 Communication Meetings

Each Union shall be entitled to twelve paid communication meetings ~~which are to be held throughout the year during rostered hours of work.~~ An authorised Company representative must approve the timing and duration of these meetings ~~for a duration of up to three (3) hours each, inclusive of travel time to and from site, which are to be held throughout the year during rostered hours of work.~~ The Unions will endeavour to hold their meetings at the same time. If the meetings are not held at the same time, there must still be sufficient mines rescue employees working to ensure the continued operation of the Mine. The Unions will supply tentative dates of the meetings over a 12 month period, on an annual basis, and will confirm the dates of the next meeting at the monthly Union/Management Company report back meeting.

During Monthly Communication Meetings, the Union will endeavour to provide coverage to operate and provide breakdown coverage for the essential critical mining equipment for Dragline, Coal Handling Plant and Train Loadout Operations.

This clause will not preclude Employees from attending Monthly Communication Meetings if they choose.

22.3 Leave

Leave to attend matters pertaining to the role of the Workplace Representative must be authorised by the ~~Human Resources Department~~ relevant department manager. Subject to the appropriate authorisation, the ~~CFMEUCFMMEU~~, AMWU and CEPU will each have access to ~~a total of sixteen~~ (16) paid days (i.e. Total Annualised Salary rate) each calendar year to attend to bona fide workplace matters.

Where the sixteen (16) days have been exhausted, Workplace Representatives will be able to access Unpaid Leave to attend to Bona Fide workplace matters, this leave shall not be unreasonably refused.

22.4 Notice Boards

Notice boards will be provided by Callide Mine for ~~union~~ Union notices. The noticeboards will be lockable, displayed in a prominent position at relevant start points and will only be accessible by union delegates covered by this Agreement.

The use of these noticeboards will ~~be subject to Company policy, including the Code of Conduct~~ used for intended purposes only.

2023 Work Clothing

Callide Mine shall supply at no cost to Employees working clothes, safety boots and prescription glasses. Work Clothing shall be supplied by April each year. Damaged items shall be replaced on a wear and tear basis.

The minimum entitlement will be made up of:

- Five (5) sets of industrial outer clothing including socks and tee shirts or singlets per annum.
- One (1) pair of safety boots per annum.
- One (1) winter style jacket and one lighter style jacket on employment, with one (1) style of jacket to be issued every two (2) years thereafter.
- Two (2) pairs of prescription glasses or one (1) pair of transitional glasses with replacement as per the Australian Safety Standard.
- Company provided common use cotton overalls of varying sizes made available to Employees at the workplace for excessively dirty tasks (E.g. Draglines, CHP's, Excavators etc).

2124 Individual Flexibility

- a) The Company and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the terms of this Agreement so that:
 - i. Unpaid parental leave can be extended for a period of up to three (3) years.
 - ii. Community Service Leave may be utilised as agreed between the Company and the Employee.
- b) The arrangement is to be made at the instigation of the Employee; and

Callide Mine Union Enterprise Agreement 2017-2021

- c) The Company must ensure that the terms of the individual flexibility arrangement:
 - i. Are about permitted matters under section 172 of the Fair Work Act 2009; and
 - ii. Do not contain unlawful terms within the meaning of section 194 of the Fair Work Act 2009; and
 - iii. Result in the Employee being better off overall than the Employee would be if no arrangement was made.
- d) The Company must ensure that the individual flexibility arrangement:
 - i. Is in writing; and
 - ii. Includes the name of the Company and Employee; and
 - iii. Is signed by the Company and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and
 - iv. Includes details of:
 - The terms of the Enterprise Agreement that will be varied by the arrangement; and
 - How the arrangement will vary the effect of the terms; and
 - How the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - v. States the day on which the arrangement commences and ceases.
- e) The Company or the Employee may terminate the individual flexibility arrangement:
 - iii. By the Employee or the Company giving no more than 28 days written notice to the other party;
 - iv. If the Company and Employee agree in writing at any time.
- f) The Company must give the Employee and their Workplace Representative a copy of the individual flexibility arrangement within 14 days after it is agreed to.

Callide Mine Union Enterprise Agreement 2017-2021

2225 Signing of the Agreement

For and on behalf of Batchfire Callide Management Pty Ltd

Signature	Witness Signature
Print Name	Print Name
Address	This day of <u>2017</u><u>2021</u>
Explanation of person's authority to sign	
This day of	

For and on behalf of the Construction, Forestry, Maritime, Mining and Energy Union – Mining and Energy Division

Signature	Witness Signature
Print Name	Print Name
Address	This day of <u>2017</u><u>2021</u>
Explanation of person's authority to sign	
This day of	

Callide Mine Union Enterprise Agreement 2017-2021

For and on behalf of the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union

Signature	Witness Signature
Print Name	Print Name
Address	This day of <u>2017/2021</u>
Explanation of person's authority to sign	
This day of	

For and on behalf of the Communication, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

Signature	Witness Signature
Print Name	Print Name
Address	This day of <u>2017/2021</u>
Explanation of person's authority to sign	
This day of	

Callide Mine Union Enterprise Agreement 2017-2021

Appendix 1 – Base Salaries, Roster Allowances, Site Allowances & Total Salaries

NB: Below values are subject to correction where errors are found within the calculations which shall be provided and readily available to the Parties.

Production – From the commencement of the Agreement

Roster A – Mon to Fri, 8.5 hr, dayshift, public holidays not worked (7 ord +1.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$21,298.13	\$16,052.40	\$98,288.46
	\$62,778.26	\$21,941.33	\$16,537.34	\$101,256.93
2	\$66,475.61	\$23,233.60	\$16,052.40	\$105,761.61
	\$68,483.18	\$23,935.23	\$16,537.34	\$108,955.75
3	\$70,633.75	\$24,686.88	\$16,052.40	\$111,373.03
	\$72,766.89	\$25,432.42	\$16,537.34	\$114,736.65

Roster B – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$19,655.81	\$16,052.40	\$96,646.14
	\$62,778.26	\$20,249.41	\$16,537.34	\$99,565.01
2	\$66,475.61	\$21,442.06	\$16,052.40	\$103,970.07
	\$68,483.18	\$22,089.56	\$16,537.34	\$107,110.08
3	\$70,633.75	\$22,783.25	\$16,052.40	\$109,469.40
	\$72,766.89	\$23,471.30	\$16,537.34	\$112,775.53

Roster C – Mon to Fri, 8.5 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$27,137.44	\$16,052.40	\$104,127.77
	\$62,778.26	\$27,956.99	\$16,537.34	\$107,272.59
2	\$66,475.61	\$29,603.59	\$16,052.40	\$112,131.60
	\$68,483.18	\$30,497.56	\$16,537.34	\$115,518.08
3	\$70,633.75	\$31,455.29	\$16,052.40	\$118,141.44
	\$72,766.89	\$32,405.23	\$16,537.34	\$121,709.46

Roster D – Mon to Fri, 12.5 hr, day/night rotating shift, public holidays not worked (10.5 ord + 2 o/t), additional payment for 3.33 public holidays on RDOs included				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$20,139.40	\$16,052.40	\$106,129.73
	\$62,778.26	\$30,019.41	\$16,537.34	\$109,335.01
2	\$66,475.61	\$31,787.48	\$16,052.40	\$114,315.49
	\$68,483.18	\$32,747.40	\$16,537.34	\$117,767.92
3	\$70,633.75	\$33,775.80	\$16,052.40	\$120,461.95
	\$72,766.89	\$34,795.80	\$16,537.34	\$124,100.03

Callide Mine Union Enterprise Agreement 2017-2021

Roster E – Mon to Fri, 4 x 10 hr & 1 x 8 hr, day shift, public holidays not worked (7 ord + 3 o/t, 7 ord + 1 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$35,300.89	\$16,052.40	\$112,291.22
	\$62,778.26	\$36,366.97	\$16,537.34	\$115,682.57
2	\$66,475.61	\$38,508.86	\$16,052.40	\$121,036.87
	\$68,483.18	\$39,671.79	\$16,537.34	\$124,692.31
3	\$70,633.75	\$40,917.62	\$16,052.40	\$127,603.77
	\$72,766.89	\$42,153.32	\$16,537.34	\$131,457.55

Roster J – 7 Day 10 hr dayshift only 4 on 4 off, public holidays worked (10 ord)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$22,473.36	\$16,052.40	\$99,463.69
	\$62,778.26	\$23,152.05	\$16,537.34	\$102,467.65
2	\$66,475.61	\$24,515.63	\$16,052.40	\$107,043.64
	\$68,483.18	\$25,255.98	\$16,537.34	\$110,276.50
3	\$70,633.75	\$26,049.10	\$16,052.40	\$112,735.25
	\$72,766.89	\$26,835.78	\$16,537.34	\$116,140.01

Roster K – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord +2.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$58,266.00	\$16,052.40	\$135,256.33
	\$62,778.26	\$60,025.63	\$16,537.34	\$139,341.23
2	\$66,475.61	\$63,560.93	\$16,052.40	\$146,088.94
	\$68,483.18	\$65,480.42	\$16,537.34	\$150,500.94
3	\$70,633.75	\$67,536.71	\$16,052.40	\$154,222.86
	\$72,766.89	\$69,576.32	\$16,537.34	\$158,880.55

Roster M – 7 Day 12 hr, day shift only, 5/5/4/5/5/4 public holidays worked (10 ord +2 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$49,312.82	\$16,052.40	\$126,303.15
	\$62,778.26	\$50,802.07	\$16,537.34	\$130,117.67
2	\$66,475.61	\$53,794.13	\$16,052.40	\$136,322.14
	\$68,483.18	\$55,418.67	\$16,537.34	\$140,439.19
3	\$70,633.75	\$57,158.99	\$16,052.40	\$143,845.14
	\$72,766.89	\$58,855.19	\$16,537.34	\$148,189.42

Callide Mine Union Enterprise Agreement 2017-2021

Roster N – 7 Day 12.5 hr, day shift only, 5/5/4/5/5/4. public holidays worked (10 ord +2.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$55,219.11	\$16,052.40	\$132,209.44
	\$62,778.26	\$56,886.73	\$16,537.34	\$136,202.33
2	\$66,475.61	\$60,237.15	\$16,052.40	\$142,765.16
	\$68,483.18	62,056.27	\$16,537.34	\$147,076.79
3	\$70,633.75	\$64,005.03	\$16,052.40	\$150,691.18
	\$72,766.89	\$65,937.98	\$16,537.34	\$155,242.21

Roster O – Mon to Fri, 8.5 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$25,130.18	\$16,052.40	\$102,120.51
	\$62,778.26	\$25,889.10	\$16,537.34	\$105,204.70
2	\$66,475.61	\$27,413.91	\$16,052.40	\$109,941.92
	\$68,483.18	28,241.75	\$16,537.34	\$113,262.27
3	\$70,633.75	\$29,128.65	\$16,052.40	\$115,814.80
	\$72,766.89	\$30,008.32	\$16,537.34	\$119,312.55

Roster P – 7 Day 12 hr, day shift only, 4on 4off, public holidays worked (10 ord +2.5o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$49,312.82	\$16,052.40	\$126,303.15
	\$62,778.26	\$50,802.07	\$16,537.34	\$130,117.67
2	\$66,475.61	\$53,794.13	\$16,052.40	\$136,322.14
	\$68,483.18	\$55,418.67	\$16,537.34	\$140,439.19
3	\$70,633.75	\$57,158.99	\$16,052.40	\$143,845.14
	\$72,766.89	\$58,885.19	\$16,537.34	\$148,189.42

Roster Q – Mon to Fri, 8 hr, day/night rotating shift, public holidays not worked (7 ord +1.5 o/t), starting 9.30am/pm, finishing 5.30pm/am

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$60,937.93	\$21,480.60	\$16,052.40	\$98,470.93
	\$62,778.26	\$22,129.31	\$16,537.34	\$101,444.91
2	\$66,475.61	\$23,432.67	\$16,052.40	\$105,960.68
	\$68,483.18	\$24,140.29	\$16,537.34	\$109,160.81
3	\$70,633.75	\$24,898.39	\$16,052.40	\$111,584.54
	\$72,766.89	\$25,650.31	\$16,537.34	\$114,954.54

Callide Mine Union Enterprise Agreement 2017-2021

Engineering – From the commencement of the Agreement

Roster A – Mon to Fri, 8 hr, dayshift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36 <u>\$68,775.49</u>	\$17,335.41 <u>858.97</u>	\$16,052.40 <u>\$16,537.34</u>	\$100,147.17 <u>103,171.80</u>
B	\$68,152.64 <u>\$70,210.85</u>	\$17,697.23 <u>18,231.68</u>	\$16,052.40 <u>\$16,537.34</u>	\$101,902.27 <u>104,979.87</u>
C	\$70,935.25 <u>\$73,077.49</u>	\$18,419.78 <u>976.07</u>	\$16,052.40 <u>\$16,537.34</u>	\$105,407.43 <u>108,590.90</u>

Roster AA – Mon to Fri, 4 x 8 hr + 1 x 10 hr, dayshift, public holidays not worked (7 ord +1 o/t, 7 ord +3 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$22,667.35	\$16,052.40	\$105,479.11
B	\$68,152.64	\$23,140.46	\$16,052.40	\$107,345.50
C	\$70,935.25	\$22,085.25	\$16,052.40	\$111,072.90

Roster B – Mon to Fri, 8.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$27,399.56	\$16,052.40	\$110,211.32
B	\$68,152.64	\$27,971.43	\$16,052.40	\$112,176.47
C	\$70,935.25	\$29,113.47	\$16,052.40	\$116,101.12

Roster BB– Mon to Fri, 4 x 8.75 hr + 1 x 10.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t, 7ord + 3.75o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$32,398.08	\$16,052.40	\$115,209.84
B	\$68,152.64	\$33,074.27	\$16,052.40	\$117,279.31
C	\$70,935.25	\$34,424.64	\$16,052.40	\$121,412.29

Roster C – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$21,533.53	\$16,052.40	\$104,345.29
B	\$68,152.64	\$21,982.99	\$16,052.40	\$106,188.03
C	\$70,935.25	\$22,880.52	\$16,052.40	\$109,868.17

Callide Mine Union Enterprise Agreement 2017-2021

Roster D – Mon to Fri, 8.75 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.75 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$31,597.69	\$16,052.40	\$114,409.45
	<u>\$68,775.49</u>	<u>\$32,552.00</u>	<u>\$16,537.34</u>	<u>\$117,864.83</u>
B	\$68,152.64	\$32,257.19	\$16,052.40	\$116,462.23
	<u>\$70,210.85</u>	<u>\$33,231.35</u>	<u>\$16,537.34</u>	<u>\$119,979.54</u>
C	\$70,935.25	\$33,574.20	\$16,052.40	\$120,561.85
	<u>\$73,077.49</u>	<u>\$34,588.17</u>	<u>\$16,537.34</u>	<u>\$124,203.00</u>

Roster E – Mon to Fri, 8 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$23,732.55	\$16,052.40	\$106,544.31
	<u>\$68,775.49</u>	<u>\$24,723.94</u>	<u>\$16,537.34</u>	<u>\$110,036.77</u>
B	\$68,152.64	\$24,227.91	\$16,052.40	\$108,432.92
	<u>\$70,210.85</u>	<u>\$25,239.91</u>	<u>\$16,537.34</u>	<u>\$111,988.10</u>
C	\$70,935.25	\$25,217.10	\$16,052.40	\$112,204.75
	<u>\$73,077.49</u>	<u>\$26,270.45</u>	<u>\$16,537.34</u>	<u>\$115,885.28</u>

Roster F – Mon to Fri, 8.75 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord + 1.75 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$33,929.98	\$16,052.40	\$116,741.74
	<u>\$68,775.49</u>	<u>\$34,954.74</u>	<u>\$16,537.34</u>	<u>\$120,267.57</u>
B	\$68,152.64	\$34,638.17	\$16,052.40	\$118,843.21
	<u>\$70,210.85</u>	<u>\$35,684.23</u>	<u>\$16,537.34</u>	<u>\$122,432.42</u>
C	\$70,935.25	\$36,052.39	\$16,052.40	\$123,040.04
	<u>\$73,077.49</u>	<u>\$37,141.20</u>	<u>\$16,537.34</u>	<u>\$126,756.03</u>

Roster G – Mon to Fri, 12 hr, day/night rotating shift, public holidays not worked 10.5 ord + 1.5 o/t), additional payment for 3.33 public holidays on RDOs included				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$27,414.04	\$16,052.40	\$110,225.80
	<u>\$68,775.49</u>	<u>\$28,430.77</u>	<u>\$16,537.34</u>	<u>\$113,743.60</u>
B	\$68,152.64	\$27,986.23	\$16,052.40	\$112,191.27
	<u>\$70,210.85</u>	<u>\$29,024.09</u>	<u>\$16,537.34</u>	<u>\$115,772.28</u>
C	\$70,935.25	\$29,128.87	\$16,052.40	\$116,116.52
	<u>\$73,077.49</u>	<u>\$30,209.14</u>	<u>\$16,537.34</u>	<u>\$119,823.97</u>

Callide Mine Union Enterprise Agreement 2017-2021

Roster H – Mon to Fri, 12.5 hr, day/night rotating shift, public holidays not worked (10.5 ord + 2 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	Not used			
B	Not used			
C	Not used			

Roster O – 7 Day 10 hr dayshift only, public holidays worked (10 ord)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36 \$68,775.49	\$24,803.65 \$25,552.75	\$16,052.40 \$16,537.34	\$107,615.41 \$110,865.58
B	\$68,152.64 \$70,210.85	\$25,321.34 \$26,086.04	\$16,052.40 \$16,537.34	\$109,526.38 \$112,834.23
C	\$70,935.25 \$73,077.49	\$26,355.18 \$27,151.11	\$16,052.40 \$16,537.34	\$113,342.83 \$116,765.94

~~**Roster P** – 7 Day 10.5 hr dayshift only, public holidays worked (10 ord + 0.5 o/t)~~

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$31,274.18	\$16,052.40	\$114,085.94
B	\$68,152.64	\$31,926.90	\$16,052.40	\$116,131.94
C	\$70,935.25	\$33,230.44	\$16,052.40	\$120,218.09

Roster P – 7 Day 10.5 hr dayshift only, public holidays worked (10 ord + 0.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$68,775.49	\$32,218.69	\$16,537.34	\$117,531.52
B	\$70,210.85	\$32,891.09	\$16,537.34	\$119,639.28
C	\$73,077.49	\$34,234.01	\$16,537.34	\$123,848.84

Roster Q – 7 Day 12 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36 \$68,775.49	\$54,557.78 \$56,205.48	\$16,052.40 \$16,537.34	\$137,369.54 \$141,518.31
B	\$68,152.64 \$70,210.85	\$55,696.46 \$57,378.47	\$16,052.40 \$16,537.34	\$139,901.50 \$144,126.66
C	\$70,935.25 \$73,077.49	\$57,970.47 \$59,721.20	\$16,052.40 \$16,537.34	\$144,958.12 \$149,336.03

Callide Mine Union Enterprise Agreement 2017-2021

Roster R – 7 Day 12.5 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$61,562.38	\$16,052.40	\$144,374.14
	\$68,775.49	\$63,421.62	\$16,537.34	\$148,734.45
B	\$68,152.64	\$62,847.24	\$16,052.40	\$147,052.28
	\$70,210.85	\$64,745.22	\$16,537.34	\$151,493.41
C	\$70,935.25	\$65,413.22	\$16,052.40	\$152,400.87
	\$73,077.49	\$67,388.72	\$16,537.34	\$157,003.55

Roster S – 7 Day 12 hr, day/night rotating shift, public holidays worked (10 ord +2 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$57,895.74	\$16,052.40	\$140,707.50
	\$68,775.49	\$59,644.26	\$16,537.34	\$144,957.09
B	\$68,152.64	\$59,104.10	\$16,052.40	\$143,309.14
	\$70,210.85	\$60,889.02	\$16,537.34	\$147,637.21
C	\$70,935.25	\$61,517.23	\$16,052.40	\$148,504.88
	\$73,077.49	\$63,375.08	\$16,537.34	\$152,989.91

Roster T – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord +2.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$66,759.36	\$64,900.34	\$16,052.40	\$147,712.10
	\$68,775.49	\$66,860.40	\$16,537.34	\$152,173.23
B	\$68,152.64	\$66,254.88	\$16,052.40	\$150,459.92
	\$70,210.85	\$68,255.76	\$16,537.34	\$155,003.95
C	\$70,935.25	\$68,959.98	\$16,052.40	\$155,947.63
	\$73,077.49	\$71,042.60	\$16,537.34	\$160,657.43

Callide Mine Union Enterprise Agreement 2017-2021

Production – From ~~1~~ January 2019 Year 2

Roster A – Mon to Fri, 8.5 hr, dayshift, public holidays not worked (7 ord +1.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$21,511.11	\$16,213.08	\$99,271.50
	\$63,719.93	\$22,270.45	\$16,785.40	\$102,775.78
2	\$67,140.37	\$23,465.92	\$16,213.08	\$106,819.37
	\$69,510.43	\$24,294.28	\$16,785.40	\$110,590.11
3	\$71,340.09	\$24,933.73	\$16,213.08	\$112,486.90
	\$73,858.39	\$25,813.9	\$16,785.40	\$116,457.69

Roster B – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$19,852.37	\$16,213.08	\$97,912.76
	\$63,719.93	\$20,553.15	\$16,785.40	\$101,058.48
2	\$67,140.37	\$21,656.45	\$16,213.08	\$105,009.90
	\$69,510.43	\$22,420.94	\$16,785.40	\$108,716.77
3	\$71,340.09	\$23,011.06	\$16,213.08	\$110,654.23
	\$73,858.39	\$23,823.36	\$16,785.40	\$114,467.15

Roster C – Mon to Fri, 8.5 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1.5 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$27,408.82	\$16,213.08	\$105,169.21
	\$63,719.93	\$28,376.35	\$16,785.40	\$108,881.68
2	\$67,140.37	\$29,899.59	\$16,213.08	\$113,253.04
	\$69,510.43	\$30,955.06	\$16,785.40	\$117,250.89
3	\$71,340.09	\$31,769.82	\$16,213.08	\$119,322.99
	\$73,858.39	\$32,891.30	\$16,785.40	\$123,535.09

Roster D – Mon to Fri, 12.5 hr, day/night rotating shift, public holidays not worked (10.5 ord + 2 o/t) , additional payment for 3.33 public holidays on RDOs included				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$29,430.81	\$16,213.08	\$107,191.20
	\$63,719.93	\$30,469.71	\$16,785.40	\$110,975.04
2	\$67,140.37	\$32,105.32	\$16,213.08	\$115,458.77
	\$69,510.43	\$33,238.65	\$16,785.40	\$119,534.48
3	\$71,340.09	\$34,113.52	\$16,213.08	\$121,666.69
	\$73,858.39	\$35,317.74	\$16,785.40	\$125,961.53

Callide Mine Union Enterprise Agreement 2017-2021

Roster E – Mon to Fri, 4 x 10 hr & 1 x 8 hr, day shift, public holidays not worked (7 ord + 3 o/t, 7 ord + 1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$35,653.90	\$16,213.08	\$113,414.29
	\$63,719.93	\$36,912.48	\$16,785.40	\$117,417.81
2	\$67,140.37	\$38,893.93	\$16,213.08	\$122,247.38
	\$69,510.43	\$40,266.90	\$16,785.40	\$126,562.73
3	\$71,340.09	\$41,326.78	\$16,213.08	\$128,879.95
	\$73,858.39	\$42,785.61	\$16,785.40	\$133,429.40

Roster J – 7 Day 10 hr dayshift only 4 on 4 off, public holidays worked (10 ord)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$22,698.10	\$16,213.08	\$100,458.49
	\$63,719.93	\$23,499.34	\$16,785.40	\$104,004.67
2	\$67,140.37	\$24,760.77	\$16,213.08	\$108,114.22
	\$69,510.43	\$25,634.84	\$16,785.40	\$111,930.67
3	\$71,340.09	\$26,309.58	\$16,213.08	\$113,862.75
	\$73,858.39	\$27,238.31	\$16,785.40	\$117,882.10

Roster K – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$58,848.68	\$16,213.08	\$136,609.07
	\$63,719.93	\$60,926.03	\$16,785.40	\$141,431.36
2	\$67,140.37	\$64,196.51	\$16,213.08	\$147,549.96
	\$69,510.43	\$66,462.67	\$16,785.40	\$152,758.50
3	\$71,340.09	\$68,212.06	\$16,213.08	\$155,765.23
	\$73,858.39	\$70,619.94	\$16,785.40	\$161,263.73

Roster M – 7 Day 12 hr, day shift only, 5/5/4/5/5/4 public holidays worked (10 ord +2 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$49,805.96	\$16,213.08	\$127,566.35
	\$63,719.93	\$51,564.11	\$16,785.40	\$132,069.44
2	\$67,140.37	\$54,332.04	\$16,213.08	\$137,685.49
	\$69,510.43	\$56,249.99	\$16,785.40	\$142,545.82
3	\$71,340.09	\$57,730.56	\$16,213.08	\$145,283.73
	\$73,858.39	\$59,768.45	\$16,785.40	\$150,412.24

Callide Mine Union Enterprise Agreement 2017-2021

Roster N – 7 Day 12.5 hr, day shift only, 5/5/4/5/5/4. public holidays worked (10 ord +2.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$55,771.32	\$16,213.08	\$133,531.71
	<u>\$63,719.93</u>	<u>\$57,740.04</u>	<u>\$16,785.40</u>	<u>\$138,245.37</u>
2	\$67,140.37	\$60,839.49	\$16,213.08	\$144,192.94
	<u>\$69,510.43</u>	<u>\$62,987.14</u>	<u>\$16,785.40</u>	<u>\$149,282.97</u>
3	\$71,340.09	\$64,645.07	\$16,213.08	\$152,198.24
	<u>\$73,858.39</u>	<u>\$66,927.03</u>	<u>\$16,785.40</u>	<u>\$157,570.82</u>

Roster O – Mon to Fri, 8.5 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$25,381.48	\$16,213.08	\$103,141.87
	<u>\$63,719.93</u>	<u>\$26,277.44</u>	<u>\$16,785.40</u>	<u>\$106,782.77</u>
2	\$67,140.37	\$27,688.02	\$16,213.08	\$111,041.47
	<u>\$69,510.43</u>	<u>\$28,665.42</u>	<u>\$16,785.40</u>	<u>\$114,961.25</u>
3	\$71,340.09	\$29,419.91	\$16,213.08	\$116,973.08
	<u>\$73,858.39</u>	<u>\$30,458.44</u>	<u>\$16,785.40</u>	<u>\$121,102.23</u>

Roster P – 7 Day 12 hr, day shift only, 4on 4off, public holidays worked (10 ord +2.5o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$49,805.96	\$16,213.08	\$127,566.35
	<u>\$63,719.93</u>	<u>\$51,564.11</u>	<u>\$16,785.40</u>	<u>\$132,069.44</u>
2	\$67,140.37	\$54,332.04	\$16,213.08	\$137,685.49
	<u>\$69,510.43</u>	<u>\$56,249.99</u>	<u>\$16,785.40</u>	<u>\$142,545.82</u>
3	\$71,340.09	\$57,730.56	\$16,213.08	\$145,283.73
	<u>\$73,858.39</u>	<u>\$59,768.45</u>	<u>\$16,785.40</u>	<u>\$150,412.24</u>

Roster Q – Mon to Fri, 8 hr, day/night rotating shift, public holidays not worked (7 ord +1.5 o/t), starting 9.30am/pm, finishing 5.30pm/am

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
1	\$61,547.31	\$21,695.41	\$16,213.08	\$99,455.80
	<u>\$63,719.93</u>	<u>\$22,461.25</u>	<u>\$16,785.40</u>	<u>\$102,966.58</u>
2	\$67,140.37	\$23,666.97	\$16,213.08	\$107,020.42
	<u>\$69,510.43</u>	<u>\$24,502.43</u>	<u>\$16,785.40</u>	<u>\$110,798.26</u>
3	\$71,340.09	\$25,147.35	\$16,213.08	\$112,700.52
	<u>\$73,858.39</u>	<u>\$26,035.05</u>	<u>\$16,785.40</u>	<u>\$116,678.84</u>

Callide Mine Union Enterprise Agreement 2017-2021

Engineering – From 1 January 2019 Year 2

Roster A – Mon to Fri, 8 hr, dayshift, public holidays not worked (7 ord +1 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$17,508.77	\$16,213.08	\$101,148.80
	\$69,807.12	\$18,126.82	\$16,785.40	\$104,719.34
B	\$68,834.17	\$17,874.17	\$16,213.08	\$102,921.42
	\$71,264.01	\$18,505.14	\$16,785.40	\$106,554.55
C	\$71,644.60	\$18,603.97	\$16,213.08	\$106,461.65
	\$74,173.65	\$19,260.71	\$16,785.40	\$110,219.76

Roster AA – Mon to Fri, 4 x 8 hr + 1 x 10 hr, dayshift, public holidays not worked (7 ord +1 o/t, 7 ord +3 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$22,894.03	\$16,213.08	\$106,534.06
	\$69,807.12	\$23,702.18	\$16,785.40	\$110,294.70
B	\$68,834.17	\$23,371.83	\$16,213.08	\$108,419.08
	\$71,264.01	\$24,196.86	\$16,785.40	\$112,246.27
C	\$71,644.60	\$24,326.09	\$16,213.08	\$112,183.77
	\$74,173.65	\$25,184.82	\$16,785.40	\$116,143.87

Roster B – Mon to Fri, 8.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$27,673.56	\$16,213.08	\$111,313.59
	\$69,807.12	\$28,650.43	\$16,785.40	\$115,242.95
B	\$68,834.17	\$28,251.11	\$16,213.08	\$113,298.36
	\$71,264.01	\$29,248.39	\$16,785.40	\$117,297.8
C	\$71,644.60	\$29,404.59	\$16,213.08	\$117,262.27
	\$74,173.65	\$30,442.59	\$16,785.40	\$121,401.64

Roster BB– Mon to Fri, 4 x 8.75 hr + 1 x 10.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t, 7ord + 3.75o/t)				
Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$32,722.06	\$16,213.08	\$116,362.09
	\$69,807.12	\$33,877.14	\$16,785.40	\$120,469.66
B	\$68,834.17	\$33,404.97	\$16,213.08	\$118,452.22
	\$71,264.01	\$34,584.18	\$16,785.40	\$122,633.59
C	\$71,644.60	\$34,768.88	\$16,213.08	\$122,626.56
	\$74,173.65	\$35,996.25	\$16,785.40	\$126,955.30

Callide Mine Union Enterprise Agreement 2017-2021

Roster C – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$21,748.88	\$16,213.08	\$105,388.91
	<u>\$69,807.12</u>	<u>\$22,516.6</u>	<u>\$16,785.40</u>	<u>\$109,109.12</u>
B	\$68,834.17	\$22,202.77	\$16,213.08	\$107,250.02
	<u>\$71,264.01</u>	<u>\$22,986.55</u>	<u>\$16,785.40</u>	<u>\$111,035.96</u>
C	\$71,644.60	\$23,109.31	\$16,213.08	\$110,966.99
	<u>\$74,173.65</u>	<u>\$23,925.10</u>	<u>\$16,785.40</u>	<u>\$114,884.15</u>

Roster D – Mon to Fri, 8.75 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.75 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$31,913.67	\$16,213.08	\$115,553.70
	<u>\$69,807.12</u>	<u>\$33,040.21</u>	<u>\$16,785.40</u>	<u>\$119,632.73</u>
B	\$68,834.17	\$32,579.71	\$16,213.08	\$117,626.96
	<u>\$71,264.01</u>	<u>\$33,729.79</u>	<u>\$16,785.40</u>	<u>\$121,779.20</u>
C	\$71,644.60	\$33,909.93	\$16,213.08	\$121,767.61
	<u>\$74,173.65</u>	<u>\$35,106.99</u>	<u>\$16,785.40</u>	<u>\$126,066.04</u>

Roster E – Mon to Fri, 8 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$23,969.89	\$16,213.08	\$107,609.92
	<u>\$69,807.12</u>	<u>\$25,094.73</u>	<u>\$16,785.40</u>	<u>\$111,687.25</u>
B	\$68,834.17	\$24,470.13	\$16,213.08	\$109,517.38
	<u>\$71,264.01</u>	<u>\$25,618.48</u>	<u>\$16,785.40</u>	<u>\$113,667.89</u>
C	\$71,644.60	\$25,469.25	\$16,213.08	\$113,326.93
	<u>\$74,173.65</u>	<u>\$26,664.51</u>	<u>\$16,785.40</u>	<u>\$117,623.56</u>

Roster F – Mon to Fri, 8.75 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord + 1.75 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$34,269.29	\$16,213.08	\$117,909.32
	<u>\$69,807.12</u>	<u>\$35,478.98</u>	<u>\$16,785.40</u>	<u>\$122,071.50</u>
B	\$68,834.17	\$34,984.49	\$16,213.08	\$120,031.74
	<u>\$71,264.01</u>	<u>\$36,219.46</u>	<u>\$16,785.40</u>	<u>\$124,268.87</u>
C	\$71,644.60	\$36,412.90	\$16,213.08	\$124,270.58
	<u>\$74,173.65</u>	<u>\$37,698.31</u>	<u>\$16,785.40</u>	<u>\$128,657.36</u>

Callide Mine Union Enterprise Agreement 2017-2021

Roster G – Mon to Fri, 12 hr, day/night rotating shift, public holidays not worked 10.5 ord + 1.5 o/t), additional payment for 3.33 public holidays on RDOs included

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95 <u>\$69,807.12</u>	\$27,688.19 <u>\$28,857.15</u>	\$16,213.08 <u>\$16,785.40</u>	\$111,328.22 <u>\$115,449.67</u>
B	\$68,834.17 <u>\$71,264.01</u>	\$28,266.04 <u>\$29,459.44</u>	\$16,213.08 <u>\$16,785.40</u>	\$113,313.29 <u>\$117,508.85</u>
C	\$71,644.60 <u>\$74,173.65</u>	\$29,420.13 <u>\$30,662.28</u>	\$16,213.08 <u>\$16,785.40</u>	\$117,277.81 <u>\$121,621.33</u>

~~**Roster H – Mon to Fri, 12.5 hr, day/night rotating shift, public holidays not worked (10.5 ord + 2 o/t)**~~

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	Not used			
B	Not used			
C	Not used			

Roster O – 7 Day 10 hr dayshift only, public holidays worked (10 ord)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95 <u>\$69,807.12</u>	\$25,051.70 <u>\$25,936.01</u>	\$16,213.08 <u>\$16,785.40</u>	\$108,691.73 <u>\$112,528.53</u>
B	\$68,834.17 <u>\$71,264.01</u>	\$25,574.52 <u>\$26,477.31</u>	\$16,213.08 <u>\$16,785.40</u>	\$110,621.77 <u>\$114,526.72</u>
C	\$71,644.60 <u>\$74,173.65</u>	\$26,618.72 <u>\$27,558.37</u>	\$16,213.08 <u>\$16,785.40</u>	\$114,476.40 <u>\$118,517.42</u>

~~**Roster P – 7 Day 10.5 hr dayshift only, public holidays worked (10 ord + 0.5 o/t)**~~

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$69,807.12</u>	<u>\$32,701.93</u>	<u>\$16,785.40</u>	<u>\$119,294.45</u>
<u>B</u>	<u>\$71,264.01</u>	<u>\$33,384.44</u>	<u>\$16,785.40</u>	<u>\$121,433.85</u>
<u>C</u>	<u>\$74,173.65</u>	<u>\$34,747.51</u>	<u>\$16,785.40</u>	<u>\$125,706.56</u>

~~**Roster P – 7 Day 10.5 hr dayshift only, public holidays worked (10 ord + 0.5 o/t)**~~

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$31,586.92	\$16,213.08	\$115,226.95
B	\$68,834.17	\$32,246.14	\$16,213.08	\$117,293.39
C	\$71,644.60	\$33,562.74	\$16,213.08	\$121,420.42

Callide Mine Union Enterprise Agreement 2017-2021

Roster Q – 7 Day 12 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$55,103.36	\$16,213.08	\$138,743.39
	\$69,807.12	\$57,048.49	\$16,785.40	\$143,641.01
B	\$68,834.17	\$56,253.37	\$16,213.08	\$141,300.62
	\$71,264.01	\$58,239.13	\$16,785.40	\$146,288.54
C	\$71,644.60	\$58,550.16	\$16,213.08	\$146,407.84
	\$74,173.65	\$60,617.01	\$16,785.40	\$151,576.06

Roster R – 7 Day 12.5 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$62,178.00	\$16,213.08	\$145,818.03
	\$69,807.12	\$64,372.87	\$16,785.40	\$150,965.39
B	\$68,834.17	\$63,475.66	\$16,213.08	\$148,522.91
	\$71,264.01	\$65,716.37	\$16,785.40	\$153,765.78
C	\$71,644.60	\$66,067.33	\$16,213.08	\$153,925.01
	\$74,173.65	\$68,399.54	\$16,785.40	\$159,358.59

Roster S – 7 Day 12 hr, day/night rotating shift, public holidays worked (10 ord +2 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$58,474.70	\$16,213.08	\$142,114.73
	\$69,807.12	\$60,538.83	\$16,785.40	\$147,131.35
B	\$68,834.17	\$59,695.07	\$16,213.08	\$144,742.32
	\$71,264.01	\$61,802.33	\$16,785.40	\$149,851.74
C	\$71,644.60	\$62,132.39	\$16,213.08	\$149,990.07
	\$74,173.65	\$64,325.71	\$16,785.40	\$155,284.76

Roster T – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord +2.5 o/t)

Level	Base Salary	Roster Allowance	Site Allowance	Total Salary
A	\$67,426.95	\$65,549.34	\$16,213.08	\$149,189.37
	\$69,807.12	\$67,863.21	\$16,785.40	\$154,455.73
B	\$68,834.17	\$66,917.36	\$16,213.08	\$151,964.61
	\$71,264.01	\$69,279.57	\$16,785.40	\$157,328.98
C	\$71,644.60	\$69,649.56	\$16,213.08	\$157,507.24
	\$74,173.65	\$72,108.24	\$16,785.40	\$163,067.29

Callide Mine Union Enterprise Agreement 2017-2021

Production – From Year 3

Roster A – Mon to Fri, 8.5 hr, dayshift, public holidays not worked (7 ord +1.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$22,604.51</u>	<u>\$17,037.18</u>	<u>\$104,317.42</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$24,658.69</u>	<u>\$17,037.18</u>	<u>\$112,248.96</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$26,201.13</u>	<u>\$17,037.18</u>	<u>\$118,204.58</u>

Roster B – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$20,861.45</u>	<u>\$17,037.18</u>	<u>\$102,574.36</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$22,757.25</u>	<u>\$17,037.18</u>	<u>\$110,347.52</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$24,180.75</u>	<u>\$17,037.18</u>	<u>\$116,184.20</u>

Roster C – Mon to Fri, 8.5 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$28,801.99</u>	<u>\$17,037.18</u>	<u>\$110,514.90</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$31,419.38</u>	<u>\$17,037.18</u>	<u>\$119,009.65</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$33,384.71</u>	<u>\$17,037.18</u>	<u>\$125,388.16</u>

Roster D – Mon to Fri, 12.5 hr, day/night rotating shift, public holidays not worked (10.5 ord + 2 o/t) , additional payment for 3.33 public holidays on RDOs included

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$30,926.75</u>	<u>\$17,037.18</u>	<u>\$112,639.66</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$33,737.23</u>	<u>\$17,037.18</u>	<u>\$121,327.50</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$35,847.54</u>	<u>\$17,037.18</u>	<u>\$127,850.99</u>

Roster E – Mon to Fri, 4 x 10 hr & 1 x 8 hr, day shift, public holidays not worked (7 ord + 3 o/t, 7 ord + 1 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$37,466.17</u>	<u>\$17,037.18</u>	<u>\$119,179.08</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$40,870.9</u>	<u>\$17,037.18</u>	<u>\$128,461.17</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$43,427.43</u>	<u>\$17,037.18</u>	<u>\$135,430.88</u>

Roster J – 7 Day 10 hr dayshift only 4 on 4 off, public holidays worked (10 ord)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$23,851.83</u>	<u>\$17,037.18</u>	<u>\$105,564.74</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$26,019.36</u>	<u>\$17,037.18</u>	<u>\$113,609.63</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$27,646.91</u>	<u>\$17,037.18</u>	<u>\$119,650.36</u>

Callide Mine Union Enterprise Agreement 2017-2021

Roster K – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord +2.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$61,839.92</u>	<u>\$17,037.18</u>	<u>\$143,552.83</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$67,459.6</u>	<u>\$17,037.18</u>	<u>\$155,049.87</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$71,679.3</u>	<u>\$17,037.18</u>	<u>\$163,682.75</u>

Roster M – 7 Day 12 hr, day shift only, 5/5/4/5/5/4 public holidays worked (10 ord +2 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$52,337.57</u>	<u>\$17,037.18</u>	<u>\$134,050.48</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$57,093.72</u>	<u>\$17,037.18</u>	<u>\$144,683.99</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$60,665.02</u>	<u>\$17,037.18</u>	<u>\$152,668.47</u>

Roster N – 7 Day 12.5 hr, day shift only, 5/5/4/5/5/4. public holidays worked (10 ord +2.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$58,606.14</u>	<u>\$17,037.18</u>	<u>\$140,319.05</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$63,931.94</u>	<u>\$17,037.18</u>	<u>\$151,522.21</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$67,930.98</u>	<u>\$17,037.18</u>	<u>\$159,934.43</u>

Roster O – Mon to Fri, 8.5 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$26,671.6</u>	<u>\$17,037.18</u>	<u>\$108,384.51</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$29,095.39</u>	<u>\$17,037.18</u>	<u>\$116,685.66</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$30,915.36</u>	<u>\$17,037.18</u>	<u>\$122,918.81</u>

Roster P – 7 Day 12 hr, day shift only, 4on 4off, public holidays worked (10 ord +2 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$52,337.57</u>	<u>\$17,037.18</u>	<u>\$134,050.48</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$57,093.72</u>	<u>\$17,037.18</u>	<u>\$144,683.99</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$60,665.02</u>	<u>\$17,037.18</u>	<u>\$152,668.47</u>

Roster Q – Mon to Fri, 8 hr, day/night rotating shift, public holidays not worked (7 ord +1 o/t), starting 9.30am/pm, finishing 5.30pm/am

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>1</u>	<u>\$64,675.73</u>	<u>\$22,798.17</u>	<u>\$17,037.18</u>	<u>\$104,511.08</u>
<u>2</u>	<u>\$70,553.09</u>	<u>\$24,869.96</u>	<u>\$17,037.18</u>	<u>\$112,460.23</u>
<u>3</u>	<u>\$74,966.27</u>	<u>\$26,425.62</u>	<u>\$17,037.18</u>	<u>\$118,429.07</u>

Callide Mine Union Enterprise Agreement 2017-2021

Engineering – From Year 3

Roster A – Mon to Fri, 8 hr, dayshift, public holidays not worked (7 ord +1 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$18,398.74</u>	<u>\$17,037.18</u>	<u>\$106,290.15</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$18,782.73</u>	<u>\$17,037.18</u>	<u>\$108,152.88</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$19,549.59</u>	<u>\$17,037.18</u>	<u>\$111,873.02</u>

Roster AA – Mon to Fri, 4 x 8 hr + 1 x 10 hr, dayshift, public holidays not worked (7 ord +1 o/t, 7 ord +3 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$24,057.73</u>	<u>\$17,037.18</u>	<u>\$111,949.14</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$24,559.83</u>	<u>\$17,037.18</u>	<u>\$113,929.98</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$25,562.57</u>	<u>\$17,037.18</u>	<u>\$117,886.00</u>

Roster B – Mon to Fri, 8.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$29,080.21</u>	<u>\$17,037.18</u>	<u>\$116,971.62</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$29,687.13</u>	<u>\$17,037.18</u>	<u>\$119,057.28</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$30,899.2</u>	<u>\$17,037.18</u>	<u>\$123,222.63</u>

Roster BB– Mon to Fri, 4 x 8.75 hr + 1 x 10.75 hr, dayshift, public holidays not worked (7 ord +1.75 o/t, 7ord + 3.75o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$34,385.32</u>	<u>\$17,037.18</u>	<u>\$122,276.73</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$35,102.96</u>	<u>\$17,037.18</u>	<u>\$124,473.11</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$36,536.15</u>	<u>\$17,037.18</u>	<u>\$128,859.58</u>

Roster C – Mon to Fri, 8 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$22,854.37</u>	<u>\$17,037.18</u>	<u>\$110,745.78</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$23,331.37</u>	<u>\$17,037.18</u>	<u>\$112,701.52</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$24,283.93</u>	<u>\$17,037.18</u>	<u>\$116,607.36</u>

Roster D – Mon to Fri, 8.75 hr, day/afternoon rotating shift, public holidays not worked (7 ord +1.75 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$33,535.84</u>	<u>\$17,037.18</u>	<u>\$121,427.25</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$34,235.76</u>	<u>\$17,037.18</u>	<u>\$123,605.91</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$35,633.54</u>	<u>\$17,037.18</u>	<u>\$127,956.97</u>

Callide Mine Union Enterprise Agreement 2017-2021

Roster E – Mon to Fri, 8 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord +1 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$25,471.18</u>	<u>\$17,037.18</u>	<u>\$113,362.59</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$26,002.79</u>	<u>\$17,037.18</u>	<u>\$115,372.94</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$27,064.42</u>	<u>\$17,037.18</u>	<u>\$119,387.85</u>

Roster F – Mon to Fri, 8.75 hr, day/afternoon/night rotating shift, public holidays not worked (7 ord + 1.75 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$36,011.20</u>	<u>\$17,037.18</u>	<u>\$123,902.61</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$36,762.78</u>	<u>\$17,037.18</u>	<u>\$126,132.93</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$38,263.73</u>	<u>\$17,037.18</u>	<u>\$130,587.16</u>

Roster G – Mon to Fri, 12 hr, day/night rotating shift, public holidays not worked 10.5 ord + 1.5 o/t), additional payment for 3.33 public holidays on RDOs included

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$29,290.04</u>	<u>\$17,037.18</u>	<u>\$117,181.45</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$29,901.35</u>	<u>\$17,037.18</u>	<u>\$119,271.50</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$31,122.16</u>	<u>\$17,037.18</u>	<u>\$123,445.59</u>

Roster O – 7 Day 10 hr dayshift only, public holidays worked (10 ord)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$26,325.06</u>	<u>\$17,037.18</u>	<u>\$114,216.47</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$26,874.49</u>	<u>\$17,037.18</u>	<u>\$116,244.64</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$27,971.73</u>	<u>\$17,037.18</u>	<u>\$120,295.16</u>

Roster P – 7 Day 10.5 hr dayshift only, public holidays worked (10 ord + 0.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$33,192.48</u>	<u>\$17,037.18</u>	<u>\$121,083.89</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$33,885.22</u>	<u>\$17,037.18</u>	<u>\$123,255.37</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$35,268.70</u>	<u>\$17,037.18</u>	<u>\$127,592.13</u>

Roster Q – 7 Day 12 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$57,904.26</u>	<u>\$17,037.18</u>	<u>\$145,795.67</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$59,112.74</u>	<u>\$17,037.18</u>	<u>\$148,482.89</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$61,526.22</u>	<u>\$17,037.18</u>	<u>\$153,849.65</u>

Callide Mine Union Enterprise Agreement 2017-2021

Roster R – 7 Day 12.5 hr, dayshift only, 5/5/4/5/5/4, public holidays worked (10 ord +2.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$65,338.50</u>	<u>\$17,037.18</u>	<u>\$153,229.91</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$66,702.14</u>	<u>\$17,037.18</u>	<u>\$156,072.29</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$69,425.49</u>	<u>\$17,037.18</u>	<u>\$161,748.92</u>

Roster S – 7 Day 12 hr, day/night rotating shift, public holidays worked (10 ord +2 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$61,446.97</u>	<u>\$17,037.18</u>	<u>\$149,338.38</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$62,729.39</u>	<u>\$17,037.18</u>	<u>\$152,099.54</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$65,290.53</u>	<u>\$17,037.18</u>	<u>\$157,613.96</u>

Roster T – 7 Day 12.5 hr, day/night rotating shift, public holidays worked (10 ord +2.5 o/t)

<u>Level</u>	<u>Base Salary</u>	<u>Roster Allowance</u>	<u>Site Allowance</u>	<u>Total Salary</u>
<u>A</u>	<u>\$70,854.23</u>	<u>\$68,881.21</u>	<u>\$17,037.18</u>	<u>\$156,772.62</u>
<u>B</u>	<u>\$72,332.97</u>	<u>\$70,318.79</u>	<u>\$17,037.18</u>	<u>\$159,688.94</u>
<u>C</u>	<u>\$75,286.25</u>	<u>\$73,189.79</u>	<u>\$17,037.18</u>	<u>\$165,513.22</u>

Appendix 2 – Minor Maintenance Activities

ALL MACHINES / PLANT

- Replace up to 32V light bulbs & parts of lights
- Adjust lights
- Tighten loose fittings & hose connections
- Tighten / replace loose nuts, bolts screws etc. of a minor nature
- Replace fittings & hoses of a minor nature, which are not obviously under pressure, but easily accessible on equipment.
- Top up oils & greases
- Remove & replace covers & gaurs fir cleaning – Safety & Inspection covers
- Replace radio handpiece
- Change A/C filters
- Replace & repair water hoses and taps
- Replace & repair air hoses
- Replace wiper blades
- Change grease flow bins
- Reset circuit breakers as per agreement
- Replace ground engaging equipment
- Fuel hoses; ICI truck product hose only (not engine related)
- Destructive cutting – Thermal Lance
- Destructive cutting
- Replace grease gun hand piece
- Jump start
- Replace fuel quick fill (hoses, clamps, fittings & vent valves)
- Adjust water sprays
- Bleed fuel System

DRAGLINE / SHOVELS

- Replace dump rope
- Replace jewelry
- Replace trip rope
- Assist in crowd rope adjustment
- Adjust shims
- Destructive cutting
- Change out bucket
- Ste boom protection limits

DRILLS

- Replace dust curtains & drill rod dust deflector
- Remove mast pins
- Disengage clutches from drives
- Heat drill string joints
- Adjust pull down chains
- Remove & replace ‘A’ frame for towing

LIGHTING PLANTS / PUMPS ETC

- Adjust & add packing pump packing

Callide Mine Union Enterprise Agreement 2017-2021

- Install, replace or repair pit/dam pipe work
- Repair radiator hoses
- Repair and replace taps
- Replace belts on vacuum pumps where additional belts are pre-mounted
- Repair & replace remote fuel tank hoses

COAL PLANT / WORKSHOPS ETC.

- Adjust and replace skirting rubbers
- Replace conveyor rollers
- Replace dust curtains
- Adjust crusher jaws
- Replace shear pins
- Repair & replace taps and sprays