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AWARD SUMMARY SHEET

MINING INDUSTRY AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award available at www.fwc.gov.au.

A full copy of the National Employment Standards is available at www.fairwork.gov.au/.

These wage rates are payable from the **first full pay period commencing on or after 1 July 2017**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This industry award covers employers throughout Australia who are engaged in the mining industry in respect of work by their employees in the classifications listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision, **mining industry** means:

- i. extracting any of the following from the earth by any manner or method including exploration, prospecting, development and land clearing, preparatory work and rehabilitation during the life of the mine:
 - a) any metals, minerals or ores;
 - b) phosphates and gemstones;
 - c) mineral sands;
 - d) uranium and other radioactive substances;
- ii. the processing, smelting and refining of the metals, minerals, ores or substances covered by provision i);
- iii. the transportation, handling and loading of any of the metals, minerals, ores or substances covered by provision i), on a mining lease or tenement;
- iv. the transportation, handling and loading of any of the metals, minerals, ores or substances covered by provision i), by the mine operator, a related company or an entity principally engaged by the mine operator to do such work, using the plant or infrastructure (including rail and/or ports) of the mine operator or a related company;
- v. the servicing, maintaining (including mechanical, electrical, fabricating or engineering) or repairing of plant and equipment used in the activities set out in provisions i) to iv), by employees principally employed to perform work on an ongoing basis at a location where the activities described above are being performed; or
- vi. the provision of temporary labour services used in the activities set out in provisions i) to v), by temporary labour personnel principally engaged to perform work at a location where the activities described above are being performed.

To avoid doubt, this award does not cover employers in respect of their operations or activities in the following industries or occupations:

- i. aluminium;
- ii. catering, accommodation, cleaning and incidental services (unless employed by a mine operator or a related company);
- iii. clerical or administrative;
- iv. information technology professionals, professional engineers, geologists and scientists;
- v. oil, gas and hydrocarbons;
- vi. quarrying of stone, crushed stone, sand and gravel, and land reclamation (including dredging);
- vii. salt;
- viii. security services (unless employed by a mine operator or a related company);
- ix. steel making;
- x. prospecting and resource assessment for the purposes of potential mine development, which is not on a mining lease or tenement;
- xi. brown coal mining; and
- xii. melting and smelting of metals in connection with manufacturing activities covered by the *Manufacturing and Associated Industries and Occupations Award 2010*;
- xiii. employers in respect of their operations or activities covered by the *Black Coal Mining Industry Award 2010*;
- xiv. employers in respect of their operations or activities covered by the *Manufacturing and Associated Industries and Occupations Award 2010*, except for work covered by the mining industry definition (as above); and
- xv. persons employed in the head office or town office of an employer.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

Wage Rates

All These rates are inclusive if the industry allowance (\$29.90). This allowance is equal to 3.7% (rounded to the nearest 10 Cents) of the Level 3- Competent minimum weekly wage.

Adult

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Sun 6am-6pm	Sat First 3 hours Before 12pm (Noon)	Sat After 3 hours Before 12pm (Noon)	Sat After 12pm (Noon)	Sunday	Public Holiday
Entry Level - Introductory	\$750.34	\$19.75	\$29.63	\$39.50	\$39.50	\$39.50	\$49.38
Level 1- Basic	\$785.84	\$20.68	\$31.02	\$41.36	\$41.36	\$41.36	\$51.70
Level 2- Intermediate	\$815.04	\$21.45	\$32.18	\$42.90	\$42.90	\$42.90	\$53.63
Level 3- Competent	\$839.04	\$22.08	\$33.12	\$44.16	\$44.16	\$44.16	\$55.20
Level 4- Advanced	\$893.14	\$23.51	\$35.27	\$47.02	\$47.02	\$47.02	\$58.78
Level 5- Advanced Specialist	\$949.24	\$24.98	\$37.47	\$49.96	\$49.96	\$49.96	\$62.45
Level 6- Dual Trade	\$994.24	\$26.17	\$39.26	\$52.34	\$52.34	\$52.34	\$65.43
Level 7- Dual Trade Instrumentation	\$1,033.44	\$27.20	\$40.80	\$54.40	\$54.40	\$54.40	\$68.00

Casual Employees						
Classification	Mon-Sun 6am-6pm	Sat First 3 hours Before 12pm (Noon)	Sat After 3 hours Before 12pm (Noon)	Sat After 12pm (Noon)	Sunday	Public Holiday
Entry Level - Introductory	\$24.69	\$37.04	\$49.38	\$49.38	\$49.38	\$61.73
Level 1- Basic	\$25.85	\$38.78	\$51.70	\$51.70	\$51.70	\$64.63
Level 2- Intermediate	\$26.81	\$40.22	\$53.62	\$53.62	\$53.62	\$67.03
Level 3- Competent	\$27.60	\$41.40	\$55.20	\$55.20	\$55.20	\$69.00
Level 4- Advanced	\$29.39	\$44.09	\$58.78	\$58.78	\$58.78	\$73.48
Level 5- Advanced Specialist	\$31.23	\$46.85	\$62.46	\$62.46	\$62.46	\$78.08
Level 6- Dual Trade	\$32.71	\$49.07	\$65.42	\$65.42	\$65.42	\$81.78
Level 7- Dual Trade Instrumentation	\$34.00	\$51.00	\$68.00	\$68.00	\$68.00	\$85.00

Classification

<p>Mining Industry Services Employees</p>	<p>A Mining Industry Services Employee is designated as such by their employer and performs all tasks as directed by their employer which include but are not limited to: labouring; assisting work crews and tradespersons; operation of plant and equipment (including mobile plant); maintenance work on plant, equipment or buildings; performance of general plant, stores, workshop, warehouse, packaging, and marine interface tasks, resource assessment (including prospecting, drilling and exploration); preparing and cleaning equipment and materials; and on site catering cleaning and security.</p> <p>This classification group also encompasses work performed by Laboratory Assistants, who do not hold tertiary qualifications.</p>
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<p>Mining Industry Surface Mining and Haulage Employees</p>	<p>A Mining Industry Surface Mining and Haulage Employee is designated as such by their employer and performs all tasks as directed by their employer which include but are not limited to: open cut mining activities (including labouring, sampling, spotting); operating all forms of mining industry plant and equipment (including mobile plant); operating equipment used in the transportation handling and loading (or discharge) of ores, metals, minerals and/or product (including rail activities); and all tasks associated with drilling and blasting.</p>
<p>Mining Industry Processing Employees</p>	<p>A Mining Industry Processing Employee is designated as such by their employer and performs all tasks as directed by their employer which include but are not limited to: operating and adjusting all plant equipment (and associated control panels) utilised in mining industry production, processing, smelting and refining operations; and issuing clearances and permits as required.</p>
<p>Mining Industry Underground Mine Employees</p>	<p>A Mining Industry Underground Mine Employee is designated as such by their employer and performs all tasks as directed by their employer which include but are not limited to: underground mining activities (including labouring, sampling, drilling, blasting, mine ventilation, ground control and shaft activities); and operation and maintenance of underground mining plant and equipment (including mobile plant).</p>
<p>Mining Industry Maintenance Trades Employees</p>	<p>A Mining Industry Maintenance Trades Employee is designated as such by their employer, performs all tasks on the surface or underground as directed by their employer and is trade qualified.</p>

<p>Entry Level- Introductory</p>	<p>An employee at this level is undertaking the standard induction training required for the operation or business. Such training covers: conditions of employment; mine and plant safety; first aid procedures; movement around the site; work and documentation procedures; quality control and quality assurance; and introduction to supervisors and fellow workers. Employees at this level perform routine duties under direct supervision.</p> <p>This level applies to the following classification groups:</p> <ul style="list-style-type: none"> i. Mining Industry Services Employees; Mining Industry Surface Mining and Haulage Employees; Mining Industry Processing Employees; and Mining Industry Underground Mine Employees.
<p>Level 1- Basic</p>	<p>An employee at this level will have completed the standard induction training and have been assessed to be able to competently carry out the basic and semi-skilled work required for this level.</p> <p>This level applies to the following classification groups:</p>

	<ul style="list-style-type: none"> i. Mining Industry Services Employees; Mining Industry Surface Mining and Haulage Employees; Mining Industry Processing Employees; and Mining Industry Underground Mine Employees.
<p>Level 2- Intermediate</p>	<p>An employee at this level will have been assessed as being competent to carry out semi-skilled work on a broad range of plant and equipment functions. The employee exercises discretion within their level of skill and is responsible for the quality of the work subject to routine supervision.</p> <p>This level applies to the following classification groups:</p> <ul style="list-style-type: none"> i. Mining Industry Services Employees; Mining Industry Surface Mining and Haulage Employees; Mining Industry Processing Employees; and Mining Industry Underground Mine Employees.
<p>Level 3- Competent</p>	<p>An employee at this level will have been assessed as being competent to apply skills and knowledge in complex but routine situations where discretion and judgment are involved. The skills and knowledge are acquired through the completion of a trade certificate, or through practical experience, which has equipped the employee with an equivalent level of skills and knowledge.</p> <p>An employee at this level can plan tasks, select equipment and appropriate procedures from known alternatives and takes responsibility for the work of others. An employee at this level requires only limited supervision or guidance.</p> <p>An employee at this level: understands and applies quality control techniques; exercises discretion within the scope of this level; performs work under limited supervision; operates all equipment incidental to the work; and assists in the provision of on-the-job training.</p> <p>This level applies to the following classification groups:</p> <ul style="list-style-type: none"> i. Mining Industry Surface Mining and Haulage Employees; Mining Industry Processing Employees; Mining Industry Underground Mine Employees; and Mining Industry Maintenance Trades Employees. ii.
<p>Level 4- Advanced</p>	<p>An employee at this level will have met the requirements for Level 3 and been assessed as being competent to perform tasks which require in depth skill or knowledge, or the employee is assessed as having the integration of a broad range of skills. The work may be of a non-routine nature requiring the application of the relevant skills and knowledge to new but predictable situations.</p> <p>The level of skills or knowledge required to perform this work will involve the completion of a post trade training appropriate for this level, or through the acquisition of practical skills and knowledge which has equipped the employee with the equivalent level of skills and knowledge.</p>

	<p>An employee at this level will provide guidance and assistance to others. This level applies to the following classification groups:</p> <ul style="list-style-type: none"> i. Mining Industry Surface Mining and Haulage Employees; Mining Industry Processing Employees; Mining Industry Underground Mine Employees; and Mining Industry Maintenance Trades Employees.
<p>Level 5- Advanced Specialist</p>	<p>An employee at this level will have met the requirements for Level 4 and holds a trade qualification used in the operation and has acquired additional knowledge by having satisfactorily completed a prescribed post trade course appropriate for this level or the achievement to the satisfaction of the employer of a comparable standard of skill and knowledge by other means including in-plant training or on-the-job experience.</p> <p>An employee at this level will provide guidance and assistance to others.</p> <p>This level applies to the following classification groups:</p> <ul style="list-style-type: none"> i. Mining Industry Underground Mine Employees; and Mining Industry Maintenance Trades Employees.
<p>Level 6- Dual Trade</p>	<p>An employee at this level will have met the requirements for Level 5 and holds a dual trade qualification or equivalent prescribed post trade course used in the operation and has acquired additional knowledge enabling the employee to apply dual trade skills or an equivalent level of high precision specialised trade skills in one area.</p> <p>An employee at this level: has high precision trade skills in more than one area; is qualified to work on machinery or equipment with complex mechanical, hydraulic, electrical circuitry or controls; and meets the skills requirements for Tradespersons in accordance with the Manufacturing and Associated Industries and Occupations Award 2010 for this level.</p> <p>This level applies to Mining Industry Maintenance Trades Employees.</p>
<p>Level 7- Dual Trade Instrument Technician</p>	<p>An employee at this level will have met the requirements for Level 6 and have acquired further additional knowledge by having satisfactorily completed a prescribed post trades course or an advanced trade equivalent enabling the employee to apply advanced dual trade instrument electrical technician skills.</p> <p>This level applies to Mining Industry Maintenance Trades Employees.</p>