

20 May 2024

Dear Employee,

At the end of September 2023, we commenced early bargaining for your next Enterprise Agreement after Hastings Deering supported an overwhelming request from our employees to improve your wages sooner.

Over the past eight months, the Company has engaged with your bargaining representatives and significant progress has been made with a wages and benefits package now agreed-in-principle by all parties.

This agreement will provide you with a 16% pay rise over the next three years, plus a number of additional benefits and entitlements.

In recent weeks, your leaders and bargaining representatives have held a series of engagement sessions across our sites and have shared with you details of the proposed Agreement in advance of taking this offer to a vote in early June 2024.

The information shared with you at these sessions, as well as the proposed 2024 Enterprise Agreement and other supporting materials, is now available on the Hastings Deering EA2024 website:  
<https://www.hastingsdeering.com.au/ea2024>.

Please take some time to read these documents. A summary of the Company's offer is also attached to this letter.

Over the coming weeks, you can have your say on the Company's offer, and I strongly encourage you to vote during the voting period from **Tuesday 4 June to Tuesday 11 June 2024**.

A majority 'Yes' vote is needed for the new agreement to be lodged with the Fair Work Commission for approval. A successful 'Yes' vote will also see your first base wage increase take effect from 1 July 2024, with an increase in benefits and entitlements paid from 9 September 2024.

Should you have any questions or feedback in relation to the Enterprise Agreement, please reach out to your local leader, employee bargaining representative, or email [ea2024@hastingsdeering.com.au](mailto:ea2024@hastingsdeering.com.au).

Thank you for your continued support.

Regards



**Mark Scott**

CEO – Hastings Deering &  
Managing Director Sime Darby Industrial – Australasia



Hastings Deering



# YOUR NEXT ENTERPRISE AGREEMENT

## GETTING YOUR WAGES MOVING SOONER

### A 16% pay rise over the next three years

The Proposed Hastings Deering Enterprise Agreement provides you with the following wage increases over the next three years, with your first increase paid from 1 July 2024.\*

FIRST YEAR

8%



4% paid from 1 July 2024 and  
4% paid from 2 Dec 2024

SECOND YEAR

4%



2% paid from 8 Sept 2025 and  
2% paid from 23 Feb 2026

THIRD YEAR

4%



2% paid from 7 Sept 2026 and  
2% paid from 22 Feb 2027



Scan the QR code  
to see what  
your base salary  
uplift looks like for  
your role



\*Subject to a majority 'Yes' vote.

## Improved allowances and benefits from 9 September 2024\*

In addition to your base wage increase, the following additional improvements in allowances and benefits have been included in the Proposed Agreement.

- ✓ 1st and 2nd year additional Apprentice rate increase – (1st year from 42% to 44.5%, 2nd year from 55% to 57.5% of Level 6S)
- ✓ All apprentices provided with dinner during block training (Monday – Friday)
- ✓ Coal Field Service Allowance increased to \$200 per week
- ✓ Shared House Allowance increased by 12.85%
- ✓ Overtime Meal Allowance increased by 17.7%
- ✓ CSA Project Allowance (cl 13.13 (2) – recognises Middlemount and Dawson)
- ✓ Emergency Service Organisation improvements
- ✓ Natural disaster – working group and policy update
- ✓ Flex Leave – increased to 30 days and improved access
- ✓ Compassionate Leave extended to Primary Carers
- ✓ WageGuard Premium returned to employees when over 70 years of age
- ✓ Resident Allowance increased by 12.85%
- ✓ Weipa Area Allowance increased to 27%
- ✓ Emerald Area Allowance increased to 15%
- ✓ Introduction of Mt Isa FIFO allowance of 5%
- ✓ Travel outside rostered hours increased and indexed with base increase

### Have your say



**4-7 June**

In-person voting across sites



**8-11 June**

Voting via phone available



**8-11 June**

Internet voting available



**12 June**

Vote result announced

To have your say on the Proposed Agreement, participate in the upcoming voting period from 4 -11 June 2024. A successful 'Yes' vote will see your first wage increase paid from 1 July 2024 and relevant entitlements paid from 9 September 2024.



### Find out more

Visit the 2024 Enterprise Agreement website at [www.hastingsdeering.com.au/ea2024](http://www.hastingsdeering.com.au/ea2024) or scan the QR code to learn more!

Hastings Deering



\*Subject to a majority 'Yes' vote.