

Summary of Wording changes

EA 2021



EA 2024

Under Taking from EA 2021 No.	EA Clause	Proposed wording in red to be included in EA 2024	Explanation for change
N/A	1.1 Title	This Agreement shall be known as the Hastings Deering (Australia) Limited Enterprise Agreement 2021 2024.	Updated document name
N/A	Document footer	Hastings Deering (Australia) Limited Enterprise Agreement 2024	Updated document name
N/A	Contents page	Updated page numbering	Updated page numbering to align with amendments throughout the document
2	1.3 Application and Industrial Instrument Incorporation	<p>1.3 Application and Industrial Instrument Incorporation</p> <hr/> <p>(e) In the event of an inconsistency between the terms of the Agreement and the National Employment Standards (NES), and where the NES provides a greater benefit to an employee, the NES provision will apply to the extent of the inconsistency.</p>	<p>Amending the clause heading to recognise the inclusion of sub-clause (e)</p> <p>This clause has been updated to incorporate the undertakings imposed by the Fair Work Commission during the assessment and approval of the 2021 EA.</p>
N/A	1.4(b) Definitions	Agreement means this agreement, the Hastings Deering (Australia) Limited Enterprise Agreement 2021-2024 .	Drafting update.
N/A	1.4(m) Definitions	(m) Immediate Family has the same meaning as defined in the Act and includes a spouse (including de facto partner) child, parent, grandparent, grandchild or sibling of an Employee or an Employee's spouse. For the purposes of clause 18.1 (Compassionate Leave) Immediate Family	Amended to broaden the defined meaning of Immediate Family .

		member includes persons who have acted as the employee's primary care givers (if not mentioned above), limited to two people.	
1	1.5(a) Operation of the Agreement	(a) This Agreement shall commence on 13 September 2024. The nominal expiry date of this Agreement will be insert 13 September 2027.	The nominal expiry date of the current enterprise agreement is 12 September 2024. The proposed replacement agreement will commence one day later, being 13 September 2024. It will have a nominal expiry date of 13 September 2027.
N/A	2. Objectives	<p>This Agreement has been made by the Parties in an effort to meet the following objectives:</p> <ul style="list-style-type: none"> • Enhance job security by providing competitive and flexible terms and conditions. • Provide a working environment that is committed to open communication, cooperation and our values of No Harm, Integrity, Transparency, and Care Act with Integrity, Care for All, Win Together. • Enable work to be performed in the most efficient and flexible manner and encourage Employees to increase their skills and competencies; and • Enhance productivity across all operations. 	Amended to reflect updated Corporate Values.
N/A	3. Consultation	No material content changes.	No material content changes. Formatting of this clause has been updated to align with the balance of the document.
N/A	5.5.1 Field Service - Support	No material content changes.	No material content changes. Formatting of this clause has been updated to align with the balance of the document.
N/A	5.5.2(b)(ii) Field Service	No material content changes.	No material content changes. Formatting of this clause has been updated to align with the balance of the document.

N/A	5.5.2(b)(iii) Field Service	Payment for business related travel when travelling outside Rostered Hours will be paid at a flat rate of \$70.23 per hour, with the exception of field service Employees in Northern Territory and Mt Isa, who receive the relevant area allowance, who will be paid a flat rate of \$82.92 per hour. These travel rates will increase in accordance with the wage increases contained in clause 9.2(b).	These travel rates will increase in line with annual wage increases								
N/A	5.3 Casual Employment	Casual Employees shall not be entitled to any paid leave entitlements (excluding entitlement to paid family/domestic violence leave, in accordance with the Act) , redundancy payments, allowances, loadings and other benefits of full or part time employment. Casual Employees will be entitled to pro-rata long service leave, as per the relevant legislation.	This clause has been updated to recognise recent legislative amendments to the <i>Fair Work Act (the Act)</i>								
N/A	5.5.3(b)(i) Site Operations	Additional to the terms and conditions provided for in this Agreement, an Employee appointed to this category will be eligible for: (i) Project allowance where provided under clause 13.14 13.13	No material content changes. Formatting of this clause has been updated to align with the balance of the document.								
N/A	6(c) Apprentices	(c) An apprentice, other than an adult apprentice, undertaking an apprenticeship with the Company will be paid a percentage of the relevant Level 6S Ordinary Hourly Rate as follows: <table border="1" data-bbox="817 938 1299 1157"> <tr> <td>First year</td> <td>4244.5%</td> </tr> <tr> <td>Second year</td> <td>55 57.5%</td> </tr> <tr> <td>Third year</td> <td>75%</td> </tr> <tr> <td>Fourth year</td> <td>88%</td> </tr> </table>	First year	4244.5%	Second year	55 57.5%	Third year	75%	Fourth year	88%	Amended to reflect an increase in Apprentice wages.
First year	4244.5%										
Second year	55 57.5%										
Third year	75%										
Fourth year	88%										

N/A	6(d) Apprentices	<p>(d) An adult apprentice (commencing at age 21 years or over) will be paid a percentage of the relevant Level 6S Ordinary Hourly Rate as follows:</p> <table border="1" data-bbox="663 316 1453 549"> <tr> <td data-bbox="663 316 987 384">First year</td> <td data-bbox="987 316 1453 384">53% or the National Minimum Wage (whichever is the greater)</td> </tr> <tr> <td data-bbox="663 384 987 440">Second year</td> <td data-bbox="987 384 1453 440">65%</td> </tr> <tr> <td data-bbox="663 440 987 496">Third year</td> <td data-bbox="987 440 1453 496">75%</td> </tr> <tr> <td data-bbox="663 496 987 549">Fourth year</td> <td data-bbox="987 496 1453 549">88%</td> </tr> </table>	First year	53% or the National Minimum Wage (whichever is the greater)	Second year	65%	Third year	75%	Fourth year	88%	Amended to ensure rate does not fall below the National Minimum Wage
First year	53% or the National Minimum Wage (whichever is the greater)										
Second year	65%										
Third year	75%										
Fourth year	88%										
N/A	6(g) Apprentices	<p>(g) An apprentice who is required to travel to Brisbane for the purpose of training (block release) Monday to Friday at Company facilities will be provided with breakfast, and lunch, and dinner for each full day of training, or alternatively reimbursed for breakfast and lunch to an agreed value, in accordance with clause 13.8(a) 13.7(a).</p>	Amended to include the provision of a dinner whilst at block training.								
N/A	9.2(b) Rates of Pay	<p>9.2 Rates of Pay</p> <hr/> <p>(a) An Employee's Ordinary Hourly Rate is as per the classification to which they are appointed by the Company and which is prescribed in Appendix 1.</p> <p>(b) Ordinary Hourly Rates will increase in accordance with the following:</p>	Wage rate increases over term of the Agreement.								

		<ul style="list-style-type: none"> (i) 4% paid from 1 July 2024 (if not paid already, this increase will be paid as soon as practicable after commencement of this Agreement, backdated to 1 July 2024); (ii) 4% paid from 2 December 2024; (iii) 2% paid from 8 September 2025; (iv) 2% paid from 23 February 2026; (v) 2% paid from 7 September 2026; (vi) 2% paid from 22 February 2027. 	
N/A	9.3 Superannuation	<p>Superannuation</p> <ul style="list-style-type: none"> (a) The Company will make superannuation contributions in accordance with relevant federal legislation as amended from time to time. (b) Employees will have full choice of fund with any complying superannuation fund. (c) An Employee may make voluntary superannuation contributions via salary sacrifice arrangements subject to legislative requirements. Any Employee contribution will be in addition to the Company's statutory superannuation contribution. (d) If an Employee does not nominate a complying superannuation fund: <ul style="list-style-type: none"> (i) the Employee's contributions will be paid to any stapled superannuation fund as advised to the Company by the Australian Taxation Office; or (ii) if the Employee does not have a stapled superannuation fund, the Employee's superannuation contributions will be paid to the Company's default superannuation fund (Australian Retirement Trust). 	This clause has been updated to incorporate recent legislative changes in relation to mandatory stapling of funds, where required.

3	9.4 Annualised Salary	<p>9.4 Annualised Salary</p> <p>(a) The Company may pay Employees working a Continuous Roster an Annualised Salary for the purpose of providing consistent fortnightly earnings.</p> <p>(b) The Annualised Salary is calculated by the Company to include all of the Employee's entitlements under this Agreement, including overtime, applicable all-purpose allowances, loadings, penalty rates and public holidays.</p> <p>(c) Any entitlement to flat rate allowances provided under this Agreement will be payable to an Employee in addition to their Annualised Salary.</p> <p>(d) The Annualised Salary is calculated on the actual roster worked and will change accordingly if an Employee's roster changes or if the relevant entitlements change.</p> <p>(e) The Annualised salary does not include payment for unrostered overtime worked outside the Continuous Roster. The Company will pay employees for unrostered overtime in accordance with clause 10.1 of this Agreement.</p> <p>(f) The annualised salary agreement will be recorded in writing with a copy given to the employee and kept as a time and wages record.</p> <p>(g) The annualised salary will be no less than the amount the employee would have received under the Agreement for the work performed over the year for which the salary is paid (or if the employment ceases or the agreement terminates earlier, over such lesser period as has been worked).</p> <p>(h) The Company will each 12 months from the commencement of the annualised salary arrangement or, within any 12 month period upon the termination of employment of the employee, calculate the amount of remuneration that would have been payable to the employee under the provisions of the Agreement over the relevant period and compare it to the amount of the annualised salary actually paid to the employee. Where the latter amount is less than the former amount, the Company will pay the employee the amount of the shortfall within 14 days.</p>	<p>This clause has been updated to incorporate the undertakings imposed by the Fair Work Commission during the assessment and approval of the 2021 EA.</p>
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		(i) The Company will keep a record of the starting and finishing times of work, and any unpaid breaks taken, of each employee subject to an annualised salary arrangement for the purpose of undertaking the comparison. This record will be signed by the employee or acknowledged as correct in writing (including by electronic means) by the employee, each pay period or roster cycle.	
N/A	9.5 Incentive Arrangements	With the exception of mining Field Service employees at clause 5.5.1(b)(iv) and 5.5.2(b)(vi) of this Agreement permanently working in Central Queensland, employees who are otherwise engaged in permanent full time and part time roles will be eligible to participate in an Employee Incentive Scheme (EIS). The terms of that EIS, including criteria for any payment, are not regulated by or incorporated within this Agreement.	This clause has been deleted from the 2024 EA. Clause 5.5.1 (b)(iv) retains CQ Mining FS access to the scheme
N/A	10.1 Overtime	No material content change.	Drafting correction
N/A	13 Allowances 13,1 General	<p>13.1 General</p> <p>(a) Only the allowances provided for in this clause will apply. Any other allowances or special rates that might otherwise apply have been factored into the Ordinary Hourly Rate.</p> <p>(b) Where two or more allowances in this clause occur at the same time, such rates shall accumulate.</p> <p>(c) Allowances prescribed in this clause are flat rate allowances unless otherwise specified. Flat rate allowances will be applied during working periods only.</p> <p>(e) (d) Monetary increases to applicable allowances will commence from 9 September 2024 (if not paid already, these increases will be paid as soon as practicable after commencement of this Agreement, backdated to 9 September 2024).</p>	This clause has been updated to capture general explanatory provision, and to clarify that any increases to allowances will commence from 9 September 2024.

N/A	13.3 Area Allowance	<p>13.3 Area Allowances</p> <p>(a) An Employee who permanently resides in and is permanently employed to perform work in one of the following locations will receive the corresponding area allowance:</p> <ul style="list-style-type: none"> (i) Emerald 7.5 15.0% (ii) Mount Isa 24.5% (iii) Weipa 24.5 27.0% (iv) Northern Territory 24.5% <p>(b) The above area allowances are all-purpose and calculated on an Employee's Ordinary Hourly Rate. Subject to clause (b) and (d), 13.3(e) an area allowance does not apply to Employees receiving a Coal Mine Rate, Employees receiving accommodation support including housing subsidy, or Employees working on a fly in/fly out arrangement.</p> <p>(c) An Employee who performs work in Weipa on a fly in/fly out basis will receive an area allowance of 10% of their Ordinary Hourly Rate for all working hours whilst working in Weipa.</p> <p>(d) An Employee who performs work in Mt Isa on a fly in/fly out basis will receive an area allowance of 5% of their Ordinary Hourly Rate for all working hours whilst working in Mt Isa.</p>	This clause provides an increase to certain area allowances and introduces Mt Isa FIFO allowance.
N/A	13.5 Field Service Allowance	<p>(c) Where an Employee is performing Field Service work and their Wage Rate includes or is calculated on a Coal Mine Rate will instead of being paid under subclause 13.4(a) or subclause 13.4(b), will be paid a field service allowance of \$150 200 per week. This allowance will be payable for overtime work of four hours or longer when performed on non-rostered days at the rate of \$30 per day.</p>	The Company has agreed to increase this allowance.
N/A	13.6 Resident Allowance	<p>(b) The resident allowance will be either:</p> <ul style="list-style-type: none"> (i) \$82.70 93.33 per week if the Employee does not receive Company accommodation support; or 	The Company has agreed to increase this allowance.

		(ii) \$41.35 46.66 per week if the Employee receives Company accommodation support.	
N/A	13.7 Share House Allowance	(b) This share house allowance is currently \$35.28 45.14 per day and is subject to will change based on annual ATO determinations, to be reviewed and applied each September for the life of the Agreement. Any increase will be applied at the discretion of the Company, up to a maximum of \$40.00 per day.	This increase will align to the ATO determinations as and when they change.
N/A	13.7 Travel Overnight Allowances	No material content changes.	No material content changes. Formatting of this clause has been updated to align with the balance of the document.
N/A	13.13 Overtime Meal Allowance	(a) An Employee who works overtime for more than one and a half hours beyond their Rostered Hours without being notified by the Company on their previous shift, shall be paid a meal allowance of \$42.74 15.00 per occasion.	The Company has agreed to increase this allowance.
N/A	13.14 Project Allowance	(a) ... (b) For Site Operations (CSA) Employees based at Dawson and Middlemount as at 18 December 2023, a Project Allowance of a minimum of \$7800.00 per annum will be paid.	This clause to be amended to reflect the CSA Middlemount/Dawson and existing \$7,800 project allowance.
N/A	15.3(c) Taking Personal Leave	(e) An Employee must make positive contact with their leading hand or supervisor to notify of their absence prior to the start of their shift or as soon as reasonably practicable. Failure to do so may result in the employee not being entitled to take personal leave. Personal leave not being paid.	This clause has been amended to mirror the same wording in the Act.

N/A	<p>16. Long Service Leave</p> <p>16.3 (b)(ii) Taking Long Service Leave</p>	<p>(b) The Company will approve the taking of long service leave provided that:</p> <ul style="list-style-type: none"> (i) the Employee provides at least four weeks' notice of their intention to take leave; (ii) the leave is for a period that complies with subclause 16.3(a) 16.2(a); and (iii) the leave will not have a considerable impact on business operations. 	No material content changes. Formatting of this clause has been updated to align with the balance of the document.
N/A	16.5 Payment on Termination	<p>16.5 Payment on Termination</p> <p>(a) Subject to subclause 16.5(b) 16.4(b), payment of long service leave on termination will be in accordance with the relevant legislation and in accordance with clause 16.4 16.3. For clarity, those employees on Annualised Salary will be paid at their Annualised Salary rate.</p> <p>(b) Pro rata long service leave will be paid on termination under the following arrangements at the time of termination:</p> <ul style="list-style-type: none"> (i) an Employee who accrues long service leave in accordance with subclause 16.2(a)(i) or 16.2(a)(ii) 16.4(a)(ii) after 5 years continuous service; or (ii) an Employee who accrues long service leave in accordance with subclause 16.2(a)(iii) 16.4(a)(iii) after 6 years continuous service; or (iii) an Employee who accrues long service leave in accordance with subclause 16.2(a)(iv) 16.4(a)(iv) in accordance with Coal Mining Industry (Long Service Leave) Administration Act 1992 (Cth). 	No material content changes. Formatting of this clause has been updated to align with the balance of the document.

N/A	17.1(e) Accruing and Banking Flex Leave	(e) An Employee can bank up to a maximum of twenty (20) thirty (30) days flex leave.	The Company is agreeable to increasing the cap from 20 to 30 days flex leave.
N/A	17.2(e) Taking Flex Leave	<p>17.2 Taking Flex Leave</p> <p>(a) Flex leave shall be taken at a mutually agreed time and should be taken prior to the payout dates in accordance with 17.3.</p> <p>(b) An Employee can apply to take a minimum of one hour of leave. An Employee wanting to take a full shift as flex leave must take the corresponding banked hours that they were rostered to have worked for that shift. Flex leave is paid at the Employee's Wage Rate.</p> <p>(c) For periods of three days or more, the employee must apply in advance by providing a minimum of two weeks' notice. For periods of one or two days and in accordance with clause 17.2(a), a shorter notice period can be mutually agreed between the Employee and their supervisor.</p> <p>(d) Where the Employee's requested absence is because of extenuating circumstances, including but not limited to illness, injury or other compassionate grounds, the notice period will be at the discretion of the Company. In these circumstances, the Employee will endeavour to provide the Company with notice of leave as soon as practical. Access to flex leave will not be unreasonably refused by the Company.</p>	The Company has agreed to exercise greater flexibility and discretion during the application process.
N/A	18.3(a) Emergency Services Leave	<p>(a) A permanent Employee who is a certified volunteer member of an approved emergency service organisation (ESO) as provided in 18.3(c) will be entitled to take up to five days' shifts at the employee's ordinary rostered hours paid emergency services leave per year to attend to an emergency in their area as called by an ESO.</p> <p>(b) An Employee must notify the Company and provide evidence that they are a volunteer member of an approved ESO.</p> <p>(c) Approved emergency service organisations, or their successors, are:</p>	As a strong supporter of community volunteering, the Company is supportive of expanding the ESL provisions in the Agreement.

		<p>(i) State Emergency Service Queensland</p> <p>(ii) Rural Fire Service Queensland</p> <p>(iii) Northern Territory Emergency Service</p> <p>(iv) Volunteer Marine Rescue (VMR)</p> <p>(d) An Employee must provide notice and expected duration to their supervisor or line manager immediately upon an emergency being declared by an ESO that requires their attendance. An Employee may take ESO leave in any number of hours. A minimum of one hour will apply.</p> <p>The supervisor will consider the request subject to business needs, shift coverage and the duration of the leave. Leave may only be taken as full or half days.</p> <p>(d) (e) An Employee will only be entitled to payment upon providing satisfactory evidence of their engagement in the emergency. Payment is at the Employee's Wage Rate in line with the employee's ordinary rostered hours of work.</p> <p>(e) (f) This clause does not limit an Employee engaging in unpaid voluntary emergency management activities as provided for under the Act.</p>	
N/A	18.7 Domestic and Family Violence	Employees are entitled to paid Domestic and Family Violence leave in accordance with the NES or other applicable legislation. The Company provides support for Employees experiencing domestic and family violence, the details of which are contained within the company procedure as amended from time to time.	The Company is committed to supporting employees who are experiencing the impacts of domestic and family violence. This clause has also been amended to reflect recent legislative amendments under the Act.
N/A	19 Public Holidays	(a)(x) Queen's King's Birthday	Official change of name of Public Holiday.

N/A	21 Competency Standards 21.1 Objectives	21.1 Objectives	Added a descriptor title for this explanatory clause.
N/A	21.2 (2)(b) Competency Assessment Process	An Employee's application for competency reclassification will be reviewed and determined by the Assessment Validation Panel in accordance with clause 21.4 21.3 .	No material content changes. Formatting of this clause has been updated to align with the balance of the document.
N/A	22.1 Income Protection Insurance	(b) The Company will pay a contribution towards insurance premiums on behalf of each Employee of 2.6% (inclusive of GST) of the Employee's gross earnings, for the life of this agreement. In circumstances where an employee ceases to be covered by the income protection insurance policy, for example because of their age, the Company will pay the Employee an additional 2.6% in wages as part of the Employee's usual fortnightly pay. This payment will be separately reflected on the Employee's payslip. (c)	The Company will redirect the premium directly into the employee's wages in circumstances where the employee ceases to be covered by the terms of the policy. For example, when the employee turns 70 years of age.
N/A	23 Natural Disaster	(h) If an Employee is directed by the Company to be on stand-by during a natural disaster, they will be paid for their Rostered Hours during this period. When issuing a stand-by request, the Company will confirm the length of the requested stand-by period and payment arrangements. For the purposes of this clause 23, stand-by is defined as being circumstances where the Company formally notifies the Employee that they are required to be on stand-by, remaining fit for work, until such time that the Company determines the Employee is no longer required for stand-by and is moved to a stand down, or the natural disaster has abated. (j) Where an Employee is engaged in Field Service or Site Operations and they are required to attend a customer's site using their personal vehicle, the Company will reimburse for additional kilometres traveled travelled when, due to a natural disaster, the direct route is restricted.	Clarification to the defined meaning of when stand-by and stand down will be triggered in a natural disaster. Spelling correction to subclause (j)

N/A	25.2(b) Notice of Termination by an Employee	Subject to the Act , an Employee who does not provide the required notice will forfeit to the Company payment for the period of notice which is not worked.	This clause has been amended to have reference to the Act and to align with statutory rights on termination.
N/A	26 Redundancy 26.1 General and 26.1(a)	26.1 General (a) Redundancy occurs as described in the NES. In general, it occurs when the Company has made a definite decision that a particular position is no longer required to be done by anyone and this decision may lead to the termination of employment.	This clause has been given a descriptor title and subclause (a) has been amended to mirror more closely the wording in the Act.
N/A	26.7 Redundancy Payment	Subject to Appendix 31 , redundancy payments will be paid at the Employee's Ordinary Hourly Rate for their classification as at the time of redundancy.	No material changes. This was a correction to a typographical error in the document as there is no Appendix 3.

N/A	28 Individual Flexibility Agreement	<p>(a) Notwithstanding any other provision of this Agreement, the Company and an individual Employee may mutually agree to vary the effect of certain terms of this Agreement (other than this clause, clause 3Error! Reference source not found. and clause 4.4) to meet the genuine individual needs of the Company and the individual Employee in relation to 1 or more of the following matters:</p> <ul style="list-style-type: none"> (i) arrangements about when work is performed; (ii) overtime rates; (iii) penalty rates; (iv) allowances; and (v) leave loading. <p>(b) The Company must ensure that any Individual Flexibility Agreement (IFA):</p> <ul style="list-style-type: none"> (i) is about matters that would be permitted matters if the arrangement was an enterprise agreement under the Act; and (ii) does not include a term that would be an unlawful term if the arrangement was an enterprise agreement under the Act. <p>(c) The Company must ensure that the IFA results in the Employee being better off overall than if the IFA had not been agreed. The IFA must genuinely be agreed to by the Company and the Employee.</p> <p>(d) The Company must ensure that the IFA is in writing:</p> <ul style="list-style-type: none"> (i) includes details of the terms to be varied under the arrangement; (ii) includes the name of the employer and employee; (iii) includes details of 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; (iv) states the day on which the arrangement commences; and 	This clause has been updated to reflect more closely, the model clause in the Act.
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		<p>(v) is signed by the Employee and the Company or if the Employee is under 18 years of age, is signed by a parent or guardian of the Employee.</p> <p>The Company will ensure that a copy of the IFA is given to the Employee within fourteen days of the arrangement being agreed.</p> <p>The Company must ensure that the IFA allows the Company or the Employee to terminate the IFA: by giving 28 days' written notice to the other party to the agreement; or at any time, if both the Company and Employee agree in writing.</p>	
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N/A	<p>Appendix 1 – Wage Rates</p> <p>Wage rates increases for the term of the Agreement.</p> <p>Insertion of a new dual trade rate to recognise developments in industry and products.</p>		Tradesperson	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%
			Classification	Paid from 01-Jul-24	Paid from 02-Dec-24	Paid from 08-Sep-25	Paid from 23-Feb-26	Paid from 07-Sep-26	Paid from 22-Feb-27
			6S	\$ 40.86	\$ 42.50	\$ 43.35	\$ 44.21	\$ 45.10	\$ 46.00
			6	\$ 42.65	\$ 44.36	\$ 45.24	\$ 46.15	\$ 47.07	\$ 48.01
			7	\$ 44.66	\$ 46.44	\$ 47.37	\$ 48.32	\$ 49.29	\$ 50.27
			7A	\$ 46.68	\$ 48.54	\$ 49.51	\$ 50.50	\$ 51.51	\$ 52.54
			8	\$ 48.67	\$ 50.62	\$ 51.63	\$ 52.66	\$ 53.72	\$ 54.79
			Dual Trade - Framework and Job Model to be developed with the NCC	\$ 51.08	\$ 53.12	\$ 54.18	\$ 55.27	\$ 56.37	\$ 57.50

Tradesperson – Coal Mine Rate	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%
Classification	Paid from 01-Jul-24	Paid from 02-Dec-24	Paid from 08-Sep-25	Paid from 23-Feb-26	Paid from 07-Sep-26	Paid from 22-Feb-27
6S	\$ 51.05	\$ 53.10	\$ 54.16	\$ 55.24	\$ 56.35	\$ 57.47
6	\$ 53.63	\$ 55.78	\$ 56.89	\$ 58.03	\$ 59.19	\$ 60.38
7	\$ 54.44	\$ 56.62	\$ 57.75	\$ 58.91	\$ 60.09	\$ 61.29
7A	\$ 55.37	\$ 57.58	\$ 58.74	\$ 59.91	\$ 61.11	\$ 62.33
8	\$ 56.12	\$ 58.36	\$ 59.53	\$ 60.72	\$ 61.94	\$ 63.17
Dual Trade - Framework and Job Model to be developed with the NCC	\$ 61.26	\$ 63.71	\$ 64.99	\$ 66.29	\$ 67.61	\$ 68.97
Service person/Trades Assistant	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%
Classification	Paid from 01-Jul-24	Paid from 02-Dec-24	Paid from 08-Sep-25	Paid from 23-Feb-26	Paid from 07-Sep-26	Paid from 22-Feb-27

1	\$ 29.73	\$ 30.92	\$ 31.54	\$ 32.17	\$ 32.82	\$ 33.47
2	\$ 31.53	\$ 32.79	\$ 33.45	\$ 34.12	\$ 34.80	\$ 35.50
3	\$ 33.32	\$ 34.65	\$ 35.35	\$ 36.05	\$ 36.78	\$ 37.51
4	\$ 35.21	\$ 36.62	\$ 37.36	\$ 38.10	\$ 38.86	\$ 39.64
4A	\$ 35.82	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.53	\$ 40.32
5	\$ 38.12	\$ 39.64	\$ 40.43	\$ 41.24	\$ 42.07	\$ 42.91
5A	\$ 39.46	\$ 41.04	\$ 41.86	\$ 42.69	\$ 43.55	\$ 44.42
Coal Mine Rate	\$ 46.13	\$ 47.98	\$ 48.94	\$ 49.92	\$ 50.92	\$ 51.93
Partsperson						
	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%
Classification	Paid from 01-Jul-24	Paid from 02-Dec-24	Paid from 08-Sep-25	Paid from 23-Feb-26	Paid from 07-Sep-26	Paid from 22-Feb-27
3S	\$ 31.36	\$ 32.61	\$ 33.26	\$ 33.93	\$ 34.61	\$ 35.30
3	\$ 33.32	\$ 34.65	\$ 35.35	\$ 36.05	\$ 36.78	\$ 37.51
4	\$ 35.21	\$ 36.62	\$ 37.36	\$ 38.10	\$ 38.86	\$ 39.64
5	\$ 36.67	\$ 38.14	\$ 38.90	\$ 39.68	\$ 40.47	\$ 41.28
6	\$ 38.12	\$ 39.64	\$ 40.43	\$ 41.24	\$ 42.07	\$ 42.91

		6A	\$ 39.21	\$ 40.78	\$ 41.59	\$ 42.42	\$ 43.27	\$ 44.14
		7	\$ 41.93	\$ 43.61	\$ 44.48	\$ 45.37	\$ 46.28	\$ 47.20
		Clerk	4.00%	4.00%	2.00%	2.00%	2.00%	2.00%
		Classification	Paid from 01-Jul-24	Paid from 02-Dec-24	Paid from 08-Sep-25	Paid from 23-Feb-26	Paid from 07-Sep-26	Paid from 22-Feb-27
		1	\$ 31.70	\$ 32.97	\$ 33.63	\$ 34.30	\$ 34.99	\$ 35.68
		2	\$ 32.99	\$ 34.31	\$ 34.99	\$ 35.69	\$ 36.41	\$ 37.14
		3	\$ 35.25	\$ 36.66	\$ 37.39	\$ 38.14	\$ 38.90	\$ 39.68
		4	\$ 36.63	\$ 38.09	\$ 38.86	\$ 39.63	\$ 40.43	\$ 41.23
N/A	Appendix 2 – Business Centres	Business Centre Location	Business Centre Address			Correction to Caterpillar Drive address, and addition of new facilities to support growth in the far north and central Qld region.		
		Brisbane	Kerry Rd, Archerfield, QLD					
			1123 Beaudesert Rd, Acacia Ridge, QLD					
			1141 Beaudesert Road, Acacia Ridge, QLD					
			454 Boundary Road Richlands, QLD					
		Toowoomba	15-17 Carrington Rd, Toowoomba, QLD					
		Gold Coast	25 Township Drive, West Burleigh, QLD					
		North Coast	22 Lear Jet Drive, Caboolture, QLD					
		Rockhampton	150 Port Curtis Rd, Rockhampton, QLD					
		Gladstone	6 Blain Drive, Gladstone, QLD					
		Emerald	Macauley Access Rd, Emerald, QLD					

		Mackay	40-424 Caterpillar Drive, Paget, QLD	
			111 Connors Rd, Paget, QLD	
			14 Commercial Ave, Paget, QLD	
			Lot 68, Industroplex Drive, Paget, QLD	
			Lot 601, Industroplex Drive, Paget, QLD	
			51-53 Southgate Drive, Paget, QLD	
			39 Southgate Drive, Paget, QLD	
		Townsville	467-481 Woolcock St, Garbutt, QLD	
		Cairns	101 Kenny St, Cairns, QLD	
			11 Liberty Street, Portsmith, Cairns QLD	
		Mt Isa	5 Kolongo Cres, Mt Isa, QLD	
		Darwin	25 Wishart Rd, Tivendale, NT	
		Alice Springs	13-15 Brown St, Alice Springs, NT	
		Gove	Industrial Area, Gove, NT	
Weipa	Humbug Wharf, Kerr Point Road QLD			