Mining maintenance fitter
Job Description

A free job description template for Australian mining operations

Company Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This mining maintenance fitter job description template is designed to reflect Australian workplace standards and mining industry practices at the time of publication. Confirm the applicable modern award for your business and ensure compliance with all relevant employment and work health and safety laws.

1. Position overview

A mining maintenance fitter (also known as a mechanical fitter or plant fitter) keeps a mine site's fixed and mobile plant running safely and reliably. The role combines hands-on trade skills with structured fault-finding, servicing crushers, conveyors, pumps, haul trucks, excavators and hydraulic systems.

Day to day, a maintenance fitter carries out scheduled and preventive maintenance, responds to breakdown repairs, diagnoses faults, replaces worn components, follows isolation and lock-out-tag-out procedures, and completes maintenance records in the site's computerised maintenance management system (CMMS). They work closely with the maintenance planner and shift supervisor to minimise plant downtime.

In Australia, mining maintenance fitters are typically covered by the Mining Industry Award 2020 (MA000011) in the maintenance trades stream. As trade-qualified employees they usually sit at Levels 4–7, with dual-trade fitters at the top of the classification. This template provides a foundation for creating clear, compliant job descriptions that attract skilled tradespeople. Once hired, manage crews across shifts with mining rostering software.

2. Key responsibilities

Scheduled and preventive maintenance

Carrying out planned servicing and inspections of fixed and mobile plant to keep equipment reliable and reduce unplanned downtime.

Breakdown repairs

Responding to plant failures, diagnosing faults and completing repairs to return crushers, conveyors, pumps and mobile equipment to service safely.

Fault-finding and diagnostics

Inspecting and testing mechanical and hydraulic systems, identifying root causes and replacing worn or failed components.

Isolation and lock-out-tag-out

Following site isolation, lock-out-tag-out and permit-to-work procedures before working on any plant or energised system.

Maintenance records

Completing work orders, maintenance history and defect reports accurately in the site's computerised maintenance management system (CMMS).

Team coordination and safety

Working with the maintenance planner and supervisor, supporting apprentices and other trades, and complying with all work health and safety procedures.

3. Skills and attributes

- Mechanical trade skills: Hands-on competence servicing and repairing fixed and mobile plant, hydraulics, pumps, conveyors and drive systems.
- Fault-finding ability: Systematic diagnostic thinking to isolate faults quickly and identify root causes under production pressure.
- Safety focus: Disciplined use of isolation, lock-out-tag-out and permit-to-work procedures and a strong commitment to site WHS.
- Attention to detail: Accuracy in maintenance records, torque and tolerance settings, and thorough inspection of critical components.
- Teamwork: Collaborative approach with the planner, supervisor, apprentices and other trades across day and night crews.
- Physical resilience: Fitness for physical work in remote conditions, including working at heights, in confined spaces and across long shifts.

4. Qualifications and requirements

The qualifications for mining maintenance fitter positions reflect the trade nature of the role and the safety demands of a mine site. A recognised mechanical trade qualification is mandatory, while additional tickets are often required depending on the site and tasks.

- Certificate III in Engineering – Mechanical Trade (required) — A completed mechanical trade qualification (or recognised equivalent) is essential
- Working rights (required) — Eligibility to work in Australia
- Site inductions and safety tickets (required) — Standard site inductions plus working at heights, confined space and EWP tickets where relevant
- Dual-trade qualification — Fitter/boilermaker or fitter/electrical dual trades sit at the top of the maintenance-trades classification (Levels 6–7)
- HR driver licence — A heavy rigid or higher licence is desirable for moving plant and service vehicles on site
- Previous mining or heavy industry experience — Experience with mobile and fixed plant in mining, construction or manufacturing is advantageous

5. Working conditions

- FIFO or drive-in-drive-out rosters on remote mine sites
- Continuous 12-hour day and night shift patterns
- Physically demanding work including lifting, climbing and confined-space tasks
- Mandatory personal protective equipment (PPE) at all times
- Fatigue management requirements across long shifts and swing rosters

- Exposure to dust, noise, heat and varied outdoor conditions

6. Award information

Mining industry award 2020

Most mining maintenance fitter positions in Australia are covered by the Mining Industry Award 2020 (MA000011). This modern award sets minimum pay rates, penalty rates, allowances and conditions for employees across the mining sector. View current Mining Award pay rates.

For FY2026/27, minimum rates range from $27.53 per hour at the Introductory level up to $37.62 per hour at Level 7. Trade-qualified fitters typically sit at Levels 4–7, with dual-trade fitters at Levels 6–7. Casual employees receive a 25% loading. An underground allowance of $2.06 per hour applies where relevant. Use award interpretation software to calculate pay accurately.

Penalty rates and allowances

Under the Mining Industry Award, penalty rates apply for weekend, public holiday and shift work. Saturday work is paid at 150% for the first three hours and 200% thereafter, Sunday at 200% and public holidays at 250%. Afternoon and night shifts attract a 15% loading, rising to 30% for permanent night shift.

Many mining employers also operate under an enterprise agreement that can vary these entitlements, provided employees are better off overall. Always confirm whether the award or an agreement applies and check current overtime provisions before setting pay.

7. Frequently asked questions

About the role

Q: What does a mining maintenance fitter do?

A mining maintenance fitter services, inspects, diagnoses and repairs a mine site's fixed and mobile plant — including crushers, conveyors, pumps, haul trucks, excavators and hydraulic systems. They carry out scheduled preventive maintenance and breakdown repairs, fault-find, replace components, follow isolation and lock-out-tag-out procedures, and record work in the site's CMMS. They typically work alongside the maintenance planner and shift supervisor to keep plant running reliably.

Q: What award covers mining maintenance fitters in Australia?

Most mining maintenance fitters are covered by the Mining Industry Award 2020 (MA000011), in the maintenance trades stream. Some larger operations run an enterprise agreement instead, which can vary award conditions as long as employees are better off overall. Always confirm which instrument applies to your site.

Q: What classification level should I use for a maintenance fitter?

Trade-qualified maintenance fitters under the Mining Industry Award typically sit at Levels 4–7. A newly trade-qualified fitter usually starts around Level 4, progressing with experience and responsibility. Dual-trade fitters (for example fitter/boilermaker or fitter/electrical) sit at the top of the maintenance-trades classification at Levels 6–7. See our Mining Award pay rates guide for current rates at each level.

Q: What is the difference between a fitter and a mechanical fitter?

On a mine site the terms are used interchangeably — 'mechanical fitter', 'maintenance fitter' and 'plant fitter' all describe a trade-qualified worker who maintains and repairs mechanical and hydraulic plant. The distinction usually comes from the specific plant they work on (fixed processing plant versus mobile fleet) and whether they hold a dual trade, which affects their award classification level.

Qualifications

Q: What qualifications does a mining maintenance fitter need?

A completed mechanical trade qualification — usually a Certificate III in Engineering – Mechanical Trade or recognised equivalent — is essential. Candidates also need working rights in Australia and the relevant site inductions. Depending on the tasks, working at heights, confined space and EWP tickets are often required, and an HR driver licence is desirable.

Q: Do maintenance fitters need dual-trade qualifications?

A dual trade is not mandatory but is highly valued. Fitters who hold a second trade — such as fitter/boilermaker or fitter/electrical — sit at the top of the maintenance-trades classification (Levels 6–7 under the Mining Industry Award) and can cover a wider range of maintenance work, which is attractive on remote sites where crew size is limited.

Q: What safety tickets are required to work on a mine site?

Beyond a standard site induction, maintenance fitters commonly need working at heights, confined space entry and elevated work platform (EWP) tickets, plus training in the site's isolation and lock-out-tag-out procedures. Requirements vary by state and by operator, so confirm the specific tickets your site mandates before hiring.

Q: Can I hire a maintenance fitter without mining experience?

Yes. A trade-qualified fitter from construction, manufacturing or another heavy industry can transition into mining with the right site inductions and safety training. Prioritise a recognised mechanical trade qualification, strong fault-finding ability and a disciplined safety mindset — mining-specific knowledge can be built on site.

Employment

Q: Should I hire casual or permanent maintenance fitters?

This depends on your operation. Permanent fitters provide continuity across swing rosters and are common for core maintenance crews. Casual employees offer flexibility for shutdowns and peak workloads but attract a 25% loading. Many sites use a mix of permanent crew plus casual or contract trades for major maintenance events.

Q: What penalty rates apply to mining maintenance fitters?

Under the Mining Industry Award, Saturday work is paid at 150% for the first three hours and 200% after that, Sunday at 200% and public holidays at 250%. Afternoon and night shifts attract a 15% loading, rising to 30% for permanent night shift, and an underground allowance of $2.06 per hour applies where relevant. Use award interpretation software to calculate rates accurately, or estimate with the overtime and penalty rate calculator.

Q: How does FIFO affect a maintenance fitter's pay and roster?

FIFO roles typically run continuous 12-hour day and night shifts across a swing (for example two weeks on, one week off). Rosters must account for penalty rates, overtime and fatigue management. Many operators use an enterprise agreement to package these arrangements. Our guide on FIFO roster patterns explains the common swing structures.

Q: What should I include in a maintenance fitter employment contract?

Key elements include the position title and classification level, employment type, hourly rate or salary, applicable award or enterprise agreement, roster pattern, main duties, site location and required trade qualifications and tickets. For casuals, include the casual loading. Use our digital employment contracts to simplify this process.

Rostering

Q: How do I roster maintenance fitters across day and night shifts?

Balance planned maintenance windows with breakdown cover across both day and night crews, ensuring adequate rest between shifts. Rostering software lets you build swing patterns, see coverage at a glance and apply the correct penalty rates automatically. See our how-to guide on rostering mining staff.

Q: How do I manage fatigue on FIFO mining rosters?

Fatigue management is a core WHS obligation on mine sites. Limit consecutive long shifts, provide adequate rest breaks and recovery time between swings, and monitor total hours worked. Our guide on managing fatigue on FIFO rosters covers practical steps, and time and attendance tracking helps you monitor actual hours worked.

Q: How do I track hours for maintenance fitters on remote sites?

Use time and attendance tools with clock-in and clock-out records to capture actual hours across long shifts, then feed them into payroll. Accurate records support correct penalty rate and overtime calculations and provide an audit trail for compliance on remote operations.

Q: How far in advance should I provide rosters to maintenance fitters?

Swing rosters are usually published well in advance so FIFO workers can plan travel and time at home. Confirm the notice period in the applicable award or enterprise agreement, and give as much certainty as possible. Using rostering software makes it easy to share upcoming shifts and manage change requests.