

RosterElf

Mining Award (MA000011) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Introductory (Entry level)	Trainees & new starters doing basic tasks under supervision	\$1046.31	\$27.53	\$34.41
Level 1 – Basic	Entry-level operators/labourers performing routine tasks with direction	\$1088.71	\$28.65	\$35.81
Level 2 – Intermediate	Plant/equipment operators with some experience and autonomy	\$1127.61	\$29.67	\$37.09
Level 3 – Competent	Competent operators (e.g. haul-truck/loader operators), limited supervision	\$1160.51	\$30.54	\$38.18
Level 4 – Advanced	Advanced operators & single-trade tradespersons	\$1235.31	\$32.51	\$40.64
Level 5 – Advanced specialist	Advanced specialist / trade with additional skills or supervision	\$1313.21	\$34.56	\$43.20
Level 6 – Dual trade	Dual-trade tradespersons	\$1375.51	\$36.20	\$45.25
Level 7 – Dual trade instrumentation	Advanced dual-trade instrument technicians (top classification)	\$1429.51	\$37.62	\$47.03

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Afternoon shift (finishes after 7pm)	\$32.95 (115%)	\$41.18 (115% of casual ord.)
Night shift (finishes after midnight–8am)	\$32.95 (115%)	\$41.18 (115% of casual ord.)
Saturday – first 3 hrs (non-continuous shiftworkers)	\$42.98 (150%)	\$53.72 (150% of casual ord.)
Sunday	\$57.30 (200%)	\$71.62 (200% of casual ord.)
Public holiday	\$71.63 (250%)	\$89.53 (250% of casual ord.)

Dollar figures are for Level 1 – Basic. Other levels scale from their own ordinary rate above.

Apprentice rates

Stage	Ordinary /hr
Apprentice – 1st year	\$15.82
Apprentice – 2nd year	\$18.76
Apprentice – 3rd year	\$23.18
Apprentice – 4th year	\$27.01

Common allowances

Allowance	Amount
Industry allowance (industry disability allowance) (all-purpose)	\$1.09 per hour — all-purpose, already included in the minimum rates above
Underground allowance (employees not classified as underground miners, when required to work underground)	\$2.06 per hour
Leading hand – in charge of 3–10 employees	\$49.24 per week (part-time/casual \$1.30 per hour up to \$49.24)
Leading hand – in charge of 11–20 employees	\$62.67 per week (part-time/casual \$1.65 per hour up to \$62.67)
Leading hand – in charge of more than 20 employees	\$84.27 per week (part-time/casual \$2.22 per hour up to \$84.27)
First aid allowance	\$22.38 per week (part-time/casual \$0.59 per hour up to \$22.38)
Tool allowance	\$17.86 per week (part-time/casual \$0.47 per hour up to \$17.86)
Licence allowance – electricians (all-purpose)	\$1.34 per hour
Meal allowance – overtime	\$22.04 on each occasion an overtime rest break applies and no meal is provided
Rail allowance – locomotive drivers	30% of the minimum hourly rate (including all-purpose allowances)
Broken shift allowance – cooks/assistants (drilling, prospecting & exploration) (all-purpose)	\$0.32 per hour
Remote camp allowance (drilling, prospecting & exploration)	\$37.94 per day (meals not provided) / \$20.93 per day (meals provided)

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Mining Industry Award 2020 [MA000011] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/mining