
From: Clint Dal Santo
Sent: Tuesday, 3 August 2021 1:22 PM
To: See, Jason (SEN); Nick Deligiannis; Phil Allen
Cc: Clare Zacka
Subject: RE: Select Committee on Job Security - Questions on notice - 13 July 2021

Dear Jason,

Please find below Hays' response to the question on notice as requested.

Could you say to me whether it is plausible that there would be a lower rate under your enterprise agreement you have in comparison to what is paid by the mining companies?

Enterprise agreements are agreements made at an enterprise level between an employer and its employees about the minimum terms and conditions of their employment with their employer. The Hays agreement covers all black coal mine sites throughout Queensland regardless of the mine or the operator of the mine. The BMA enterprise agreement covers 7 mine sites that the mining company manages, and not any other mine sites throughout Queensland. Therefore yes, it is plausible for enterprise agreements to have different rates of pay.

Our enterprise agreement was negotiated with our employees and with CFMMEU involvement and once agreement was reached as to its terms, including pay rates which range from \$44.66 to \$47.24 for a level 1 worker depending on the shift pattern worked, the agreement was then voted up by the employees. The Fair Work Commission then approved the Hays agreement, and to do so the agreement had to pass the better off overall test.

Kind regards
Clint

Clint Dal Santo
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