

10 September 2021

Select Committee on Job Security  
Department of the Senate



Dear Secretariat

**One Key Response to Questions on Notice from Senator Tony Sheldon**

Please find enclosed responses to the additional questions posed by Senator Tony Sheldon, pursuant to the hearing of the Select Committee on Job Security attended by One Key on 13 July 2021.

Note our response has been divided into Appendix 1 and Appendix 2. The answers contained in Appendix 1 are not confidential and One Key is content for them to be made public and included in the Committee's report. The answers contained in Appendix 2 contain confidential information. One Key requests that they be received by the Committee *in camera* and that they be kept confidential. The reasons for this are explained in the introduction to Appendix 2.

I trust our response satisfies the Committee's enquiries.

Yours faithfully

**Ben Lewis**  
Managing Director  
One Key Group

APPENDIX 1 ANSWERS GIVEN *IN PUBLIC*

Q1

**Anglo American**

- Grosvenor
- Moranbah North
- Dawson
- Grasstree
- Capcoal
- Aquilla

**Glencore**

- Bulga
- Glendell
- Liddell

**Idemitsu**

- Muswellbrook
- Boggabri

**Kestrel Coal**

- Kestrel

**Peabody**

- Coppabella
- Moorvale
- Wambo
- Wilpinjong
- Metropolitan

**Thiess**

- Mt Arthur
- Mt Owen
- Mt Pleasant

**Whitehaven**

- Maules Creek
- Narrabri

**Yancoal**

- Moolarben
- Premier
- Stratford Durallie

### Response to Q2, Q3 & Q4

	Permanent	Casual	Fixed/ Maximum Term	Totals
Inexperienced Mineworker	0	33	30	<b>63</b>
Experienced Mineworker	71	245	189	<b>505</b>
Experienced Trade	8	81	41	<b>130</b>
Supervisor	0	15	6	<b>21</b>
Deputy/OCE	0	7	2	<b>9</b>
<b>Totals</b>	<b>79</b>	<b>381</b>	<b>268</b>	<b>728</b>

In addition to the above numbers, One Key engages 13 subcontractors as Specialist Tradespersons, Supervisors or Deputies/OCEs.

Average Rates of Pay (Assuming even time roster 12hr shifts)	Casual (per Hr)	Casual (annualised)
Inexperienced Mineworker	\$45.84	\$100,116.55
Experienced Mineworker	\$55.03	\$120,190.24
Experienced Trade	\$75.68	\$165,294.56

- All rates above are flat rates inclusive of base rate, casual loading, shift penalty and rostered overtime.
- All rates above exceed the minimum rates as prescribed in the relevant industrial instrument. In this instance, this is the FES Coal Pty Ltd Greenfield Agreement 2018.
- In addition to the above rates of pay, One Key also pays Superannuation and Coal LSL payments as required.
- Average pay rates are broadly similar across all sites (dependent on roster).
- Rates of pay are driven by market forces such as availability of skilled labour, demand for labour by clients, and the relative equilibrium between attraction and retention of available workers.

### Q6

Yes, One Key provides 4 x casual staff to the Commonwealth Scientific and Industrial Research Organisation (CSIRO). We do not provide personnel to any other government entities.

### Q7

One Key does not utilise 'no poaching' or 'non-solicitation' clauses in any of its employment contracts with its labour hire employees.

One Key does not impose any restriction or penalty that inhibits a mine operators' ability to directly employ a One Key employee.

We do however, in a variety of client contracts, have an ability to charge the mine operator a fee should they wish to directly engage a One Key employee within a specified time after they commence a placement with that client.

The fee is modest in value (usually ranging between \$2,500 & \$3,500), and is diminished proportionately by the passage of time, often on a sliding scale to zero over a period of approximately 3 months.

The primary intent of the fee is to recoup our initial establishment and onboarding costs for the employee.

No other fee, barrier or restriction is included in One Key's contracts with its clients.

To avoid doubt, One Key would never inhibit or deter an employee from accepting a direct offer of employment from a client.

#### Q8

One Key has never used 'ERMS', 'Bright People Technologies' or 'Cited'. However, One Key does use a records management system to record details about employees, including their conduct.

- (a) The system used is called Jobscience
- (b) To keep records about employees as required by legislation, and to log communications with our employees to ensure we have an up-to-date record of employment and assignments.
- (c) Yes, any complaints related to employment would be recorded to ensure the matter could be tracked and resolved.
- (d) No.
- (e) No.

#### Q11

In the 2021 Australian tax year, One Key paid the below taxes:

Corporation Tax paid in Australia	GST Paid	Payroll Tax Paid	FTB Paid
Given a Net Loss – No Tax was due.	\$15,477,432	\$7,115,082	\$48,321

#### Q12

Zero – One Key did not receive any monies from Job Keeper, or in fact any other COVID related payment, funding or grant.