

YOUR GUIDE TO



SAME JOB SAME PAY

KEY INFORMATION

- Same Job Same Pay does not come into effect automatically
- The Mining & Energy Union will apply to the Fair Work Commission for Same Job Same Pay at eligible worksites
- Pay rises due to Same Job Same Pay orders will start in November 2024
- Labour hire mineworkers are encouraged to join the MEU and strengthen our applications for Same Job Same Pay.

WHAT IS SAME JOB SAME PAY?

Same Job Same Pay was introduced by the Albanese Government as part of the Closing Loopholes Bill, to stop labour hire workers for being paid less when doing the same job as permanent employees on a site Enterprise Agreement.

HOW WILL SAME JOB SAME PAY WORK?

Same Job Same Pay does not come into effect automatically, it must be applied for. The Mining and Energy Union will apply for Same Job Same Pay at eligible sites where our members are employed.

Under the new laws, applications for Same Job Same Pay can be made to the Fair Work Commission at work sites where labour hire workers are paid less than direct employees.

The Fair Work Commission will then make an assessment as to whether a Same Job Same Pay order is reasonable and may make an order setting a 'Protected Rate of Pay', in line with site EA rates. Any orders made by the Commission will come into effect in November 2024.

The Union will be making Same Job Same Pay applications at sites where we can show that labour hire workers are paid less for the same job than direct employees.

Our legal team will assess the circumstances at each work site and make applications on a site by site basis.

WHAT SITES ARE ELIGIBLE FOR SAME JOB SAME PAY?

Same Job Same Pay orders can only be issued at sites where permanent employees are covered by an Enterprise Agreement and labour hire workers perform the same work for less money.

There are exemptions for registered trainees and apprentices, short-term placements, small business and genuine specialist contractors.

WHAT CAN I DO TO GET SAME JOB SAME PAY?

We encourage all coal mineworkers to get involved and help us win Same Job Same Pay at as many worksites as possible.

Register your interest in bringing Same Job Same Pay to your workplace here:

