

17 August 2021

Committee Secretary
Senate Select Committee on Job Security
Department of the Senate
PO Box 6100
Parliament House
Canberra ACT 2600

Delivered by Email; jobsecurity.sen@aph.gov.au

***Chandler Macleod response to Questions on Notice
Senate Select Committee on Job Security***

Dear Mr Larnach

Please find enclosed responses to the additional questions posed by Senator Tony Sheldon on behalf of the Senate Select Committee on Job Security dated 3 August, 2021.

Attachment 1 provides Chandler Macleod's responses to all of the questions posed by the Senate Select Committee on Job Security.

I trust this response will complete the Senate Select Committee's queries on Job Security in the mining sector.

Yours sincerely

Peter Acheson
Chief Executive Officer
Chandler Macleod Group

Attachment 1

***Chandler Macleod response to Questions on Notice
Senate Select Committee on Job Security***

Q1. Chandler Macleod provides employees to the following coal mine sites.

Queensland. Mine Owner; BMA

- Blackwater
- Caval Ridge
- Daunia
- Saraji
- Goonyella Riverside
- Peak Downs

NSW. Mine Owner; BHP

- Mount Arthur Coal

Q2. Table 1 shows the number of mineworkers provided by Chandler Macleod in each of the five classifications in the Chandler Macleod Queensland Black Coal Mining Agreement 2020.

Q3 Table 1 shows the five classifications by engaged types of employment set out in the Agreement.

Site	Level	Category	Total Employees	Casual	Perm Max Term
Blackwater	3	Production	1	1	0
	4	Production	5	4	1
Caval Ridge	1	Production	4	4	0
	2	Production	4	4	0
	3	Production	16	13	3
		Trade	1	1	0
Daunia	4	Production	32	28	3
	1	Production	1	1	0
	2	Production	1	1	0
	3	Production	19	16	3
		Trade	2	2	0
Saraji	4	Production	14	13	1
	2	Production	2	2	0
	3	Production	14	12	2
	4	Production	11	11	0
Goonyella Riverside	3	Production	3	3	0
	4	Production	1	1	0
Peak Downs	1	Production	5	5	0
	2	Production	6	6	0
	3	Production	28	23	5
		Trade	12	12	0
	4	Production	30	25	5
	5	Production	1	0	1

Q4. Table 2 shows average rates of pay for casual production mineworkers at each level. In addition, Chandler Macleod pays Superannuation and LSL payments as required. Some employees may also work occasional overtime shifts.

	Queensland			NSW (*)		
	Flat Rate (**)	Hours	Weekly	Flat Rate (**)	Hours	Weekly
Level 1	\$46.02	43.5	\$2,001.87	\$46.45	43.75	\$1900.93
Level 2	\$46.50	43.5	\$2,022.75	\$49.66	43.75	\$2172.62
Level 3	\$48.87	43.5	\$2125.84	\$55.00	43.75	\$2406.25
Level 4	\$54.00	43.5	\$2349.00			

(*) NSW currently offers additional monthly production and bonus payments.

(**) Flat rate inclusive of base rate, casual loading, shift penalty and overtime.

Q5. Chandler Macleod is unable to provide a response to this question.

Q6. Chandler Macleod employment contracts do not contain a restriction on accepting an offer of employment for a client, however, there is a requirement for employees to advise Chandler Macleod prior to seeking or accepting an offer from a client.

Client terms and conditions vary. Chandler Macleod contracts with mining clients contain a casual to perm conversion fee if a client directly engages an employee introduced by Chandler Macleod within the first six months of employment.

Q7. Chandler Macleod does not use ERMS (or similar) Software

- (a) Chandler Macleod uses Kizuna as a document management style system.
- (b) The system is used to record employee details as required by legislation along with various assignments. The system can only be accessed by Chandler Macleod employees. The system may contain records of disciplinary actions and reasons for termination of employment.
- (c) No
- (d) No
- (e) No

Q8. Table 3; Chandler Macleod revenue in the 2021 financial year from contracts with the Federal Government and State Governments.

Federal Government	\$195,505,791
NSW Government	\$79,728,610
QLD Government	\$14,116,063
SA Government	\$5,700,419
ACT Government	\$16,183,388
NT Government	\$968,000
WA Government	\$7,823,745
Victoria Government	\$1,657,577

Q9. Table 4; number of workers provided to Federal and State governments.

	Employees (July 21)
Federal Government	1468
NSW Government	422
QLD Government	77
SA Government	52
ACT Government	65
NT Government	3
WA Government	105

Q10. Table 5; Chandler Macleod employees by engagement type at Federal and State Governments

	Casual	Perm Full Time	Ind. Contractors
Federal Government	1,121	11	327
NSW	230	1	176
QLD	27	2	47
SA	13	0	38
ACT	8	0	56
NT	2	0	0
WA	39	9	57
Victoria	0	0	14

Q11. Chandler Macleod recorded revenue for FY2020 was \$1,935,938,000

Q12. Chandler Macleod is part of a MEC Tax Consolidated Group and not a stand alone tax payer in its own right. The Tax Consolidated Group is headed by RGF Staffing Pty Ltd (ABN 84 603 568 403). RGF Staffing Pty Ltd's 2020 Taxable Income was 9,136,551.

Q13 Chandler Macleod Group Companies paid the following taxes in Australia for FY21

Payroll Tax	GST	FBT	Income Tax FY20
74,522,127	137,859,690	87,292	2,564,949

Q14. Chandler Macleod employees did not receive any Job Keeper payments. AHS (a group company providing managed services to the hotel industry) provided \$38,561,282 in Job Keeper payments to employees.