



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

SEAGOING INDUSTRY AWARD 2020
[MA000122]

Maritime industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 14.1(a) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	88,509	33,495	122,004
Master	AOV	86,392	32,691	119,083
Chief engineer	18	87,055	32,943	119,998
Chief engineer	AOV	84,982	32,157	117,139
First mate/First engineer	18	75,436	28,547	103,983
First mate/First engineer	AOV	73,704	27,891	101,595

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	69,784	26,409	96,193
Second mate/Second engineer/Electro-technical officer	AOV	68,220	25,816	94,036
Third mate/Third engineer/Electrician	18	66,881	25,308	92,189
Third mate/Third engineer/Electrician	AOV	65,401	24,749	90,150
Chief integrated rating/Chief cook/Chief steward	18	63,252	23,935	87,187
Chief integrated rating/Chief cook/Chief steward	AOV	61,875	23,412	85,287
Second cook	AOV	57,790	21,869	79,659
Integrated rating/Assistant steward/Catering attendant	18	57,604	21,798	79,402
Integrated rating/Assistant steward/Catering attendant	AOV	56,381	21,332	77,713*

2. By deleting the table appearing in clause 14.1(b) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	91,232	34,523	125,755
Master	AOV	89,036	33,690	122,726
Chief engineer	18	89,723	33,953	123,676
Chief engineer	AOV	87,573	33,138	120,711
First mate/First engineer	18	77,668	29,391	107,059
First mate/First engineer	AOV	75,865	28,712	104,577

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	71,641	27,111	98,752
Second mate/Second engineer/Electro-technical officer	AOV	70,181	26,554	96,735
Third mate/Third engineer/Electrician	18	68,788	26,030	94,818
Third mate/Third engineer/Electrician	AOV	67,253	25,450	92,703
Chief integrated rating/Chief cook/Chief steward	18	64,269	24,322	88,591
Chief integrated rating/Chief cook/Chief steward	AOV	62,865	23,791	86,656
Second cook	AOV	58,644	22,193	80,837
Integrated rating/Assistant steward/Catering attendant	18	58,431	22,109	80,540
Integrated rating/Assistant steward/Catering attendant	AOV	57,183	21,639	78,822

3. By deleting the table appearing in clause 14.1(c) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	94,431	35,733	130,164
Master	AOV	92,146	34,867	127,013
Chief engineer	18	92,862	35,141	128,003
Chief engineer	AOV	90,621	34,295	124,916
First mate/First engineer	18	80,292	30,382	110,674
First mate/First engineer	AOV	78,418	29,675	108,093

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	74,011	28,006	102,017
Second mate/Second engineer/Electro-technical officer	AOV	72,319	27,367	99,686
Third mate/Third engineer/Electrician	18	70,244	26,582	96,826
Third mate/Third engineer/Electrician	AOV	68,667	25,985	94,652
Chief integrated rating/Chief cook/Chief steward	18	64,745	24,501	89,246
Chief integrated rating/Chief cook/Chief steward	AOV	63,326	23,962	87,288
Second cook	AOV	59,715	22,598	82,313
Integrated rating/Assistant steward/Catering attendant	18	58,687	22,207	80,894
Integrated rating/Assistant steward/Catering attendant	AOV	57,427	21,731	79,158

4. By deleting the table appearing in clause 14.1(d) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	107,018	40,496	147,514
Master	AOV	103,511	39,170	142,681
Chief engineer	18	105,199	39,808	145,007
Chief engineer	AOV	101,762	38,507	140,269
First mate/First engineer	18	89,706	33,945	123,651
First mate/First engineer	AOV	86,869	32,872	119,741

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	83,325	31,531	114,856
Second mate/Second engineer/Electro-technical officer	AOV	80,733	30,548	111,281
Third mate/Third engineer/Electrician	18	77,858	29,462	107,320
Third mate/Third engineer/Electrician	AOV	75,474	28,560	104,034
Chief integrated rating/Chief cook/Chief steward	18	69,816	26,416	96,232
Chief integrated rating/Chief cook/Chief steward	AOV	67,750	25,638	93,388
Second cook	AOV	63,364	23,977	87,341
Integrated rating/Assistant steward/Catering attendant	18	62,525	23,660	86,185
Integrated rating/Assistant steward/Catering attendant	AOV	60,176	22,772	82,948

5. By deleting the table appearing in clause 14.1(e) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	111,191	42,074	153,265
Master	AOV	106,652	40,359	147,011
Chief engineer	18	109,285	41,353	150,638
Chief engineer	AOV	104,835	39,670	144,505
First mate/First engineer	18	92,131	34,862	126,993
First mate/First engineer	AOV	88,501	33,491	121,992

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	85,459	32,338	117,797
Second mate/Second engineer/Electro-technical officer	AOV	82,144	31,084	113,228
Third mate/Third engineer/Electrician	18	80,694	30,536	111,230
Third mate/Third engineer/Electrician	AOV	77,607	29,366	106,973
Chief integrated rating/Chief cook/Chief steward	18	72,111	27,288	99,399
Chief integrated rating/Chief cook/Chief steward	AOV	69,602	26,336	95,938
Second cook	AOV	65,063	24,619	89,682
Integrated rating/Assistant steward/Catering attendant	18	65,607	24,827	90,434
Integrated rating/Assistant steward/Catering attendant	AOV	63,246	23,931	87,177

6. By deleting the table appearing in clause 14.1(f) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	108,686	41,125	149,811
Master	AOV	107,358	40,622	147,980
Chief engineer	18	108,216	40,947	149,163
Chief engineer	AOV	105,531	39,934	145,465
First mate/First engineer	18	91,260	34,533	125,793
First mate/First engineer	AOV	89,064	33,702	122,766

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	84,666	32,039	116,705
Second mate/Second engineer/Electro-technical officer	AOV	82,662	31,279	113,941
Third mate/Third engineer/Electrician	18	81,364	30,789	112,153
Third mate/Third engineer/Electrician	AOV	79,460	30,069	109,529
Chief integrated rating/Chief cook/Chief steward	18	74,297	28,115	102,412
Chief integrated rating/Chief cook/Chief steward	AOV	72,597	27,471	100,068
Second cook	AOV	69,103	26,149	95,252
Integrated rating/Assistant steward/Catering attendant	18	67,864	25,680	93,544
Integrated rating/Assistant steward/Catering attendant	AOV	66,355	25,113	91,468

7. By deleting the table appearing in clause 14.1(g) and inserting the following:

Classification	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
	\$	\$	\$
Master	82,120	28,856	110,976
Chief engineer	80,640	28,333	108,973
First mate/First engineer	68,690	24,133	92,823
Second mate/Second engineer/Electrical engineer/Electro-technical officer	62,842	22,080	84,922

Classification	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
	\$	\$	\$
Third mate/Third engineer/Electrician	60,268	21,176	81,444
Bosun/Chief steward/Chief cook/Chief integrated rating	57,589	20,123	77,712
Integrated rating/AB/Greaser/Second cook	53,107	18,659	71,766

8. By deleting the year “2023” in clause 14.4(b) and inserting “2024”.
9. By deleting the amount “\$11.96” appearing in clause 16.2(a) and inserting “\$12.40”.
10. By deleting the amount “\$16.85” appearing in clause 16.3(a)(i) and inserting “\$17.49”.
11. By deleting the amount “\$5.91” appearing in clause 16.3(a)(ii) and inserting “\$6.13”.
12. By deleting the amount “\$21.46” appearing in clause 16.3(b)(i) and inserting “\$22.27”.
13. By deleting the amount “\$6.91” appearing in clause 16.3(b)(ii) and inserting “\$7.17”.
14. By deleting the amount “\$26.94” appearing in clause 16.3(d)(i) and inserting “\$27.95”.
15. By deleting the amount “\$8.21” appearing in clause 16.3(d)(ii) and inserting “\$8.52”.
16. By deleting the table appearing in clause 16.3(e)(i) and inserting the following:

	\$ per hour
Handling	23.01
Securing or lashing	7.32

17. By deleting the table appearing in clause 16.3(e)(ii) and inserting the following:

	\$ per hour
Handling	17.49
Securing or lashing	6.13

18. By deleting the amount “\$26.94” appearing in clause 16.4(a) and inserting “\$27.95”.

19. By deleting the amount “\$18.73” appearing in clause 16.5 and inserting “\$19.43”.
20. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)
	\$
Master	1612.00
Chief engineer	1585.40
First mate/First engineer	1374.50
Second mate/Second engineer/Radio Officer/Electrical Engineer	1272.30
Third mate/Third engineer	1219.40
Chief integrated rating/Bosun/Chief cook/Chief steward/Carpenter/Fitter/Repairer/Donkeyman/Electrician	1153.80
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	1051.40
OS/Wiper/Deckboy/Catering Boy/2nd Cook/Messroom Steward	891.60

21. By deleting the amount “\$1440.46” appearing in clause B.1.1 and inserting “\$1494.48”.
22. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Tanker allowance	16.2(a)	0.83	12.40	per day
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside the employee’s watch on duty if watches are being kept—handling	16.3(a)(i)	1.17	17.49	per hour
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside the employee’s watch on duty if watches are being kept—securing or lashing	16.3(a)(ii)	0.41	6.13	per hour
Cargo allowances—at any other time, or if the work is done outside the employee’s watch on duty, if watches are being kept,	16.3(b)(i)	1.49	22.27	per hour

Allowance	Clause	% of standard rate	\$	Payable
or on Saturdays, Sundays or public holidays—handling				
Cargo allowances—at any other time, or if the work is done outside the employee's watch on duty, if watches are being kept, or on Saturdays, Sundays or public holidays—securing or lashing	16.3(b)(ii)	0.48	7.17	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	27.95	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—securing or lashing	16.3(d)(ii)	0.57	8.52	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met and if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(i)	1.54	23.01	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met and if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(i)	0.49	7.32	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(ii)	1.17	17.49	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(ii)	0.41	6.13	per hour
Disturbance of sleep allowance	16.4(a)	1.87	27.95	per night or rest period

Allowance	Clause	% of standard rate	\$	Payable
Vessels wrecked or stranded allowance—special efforts	16.5	1.3	19.43	per hour

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2024.

PRESIDENT