



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**MARINE TOURISM AND CHARTER VESSELS AWARD 2020**  
[MA000093]

Marine tourism and charter vessels

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

SYDNEY, 18 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 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum daily rate</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Crew Level 1	191.20	25.16
Crew Level 2	202.52	26.65
Crew Level 3	211.54	27.83
Divemaster/Dive instructor	211.54	27.83
Coxswain	228.49	30.06
Master V	290.49	38.22
Master IV	325.80	42.87

2. By deleting the table appearing in clause 15.2 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Casual hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	893.10	23.50	29.38
Crew Level 2	978.10	25.74	32.18
Coxswain	1064.20	28.01	35.01
Engineer MED III	1068.80	28.13	35.16
Master V	1068.80	28.13	35.16
Engineer MED II	1088.30	28.64	35.80
Master IV	1088.30	28.64	35.80
Engineer MED I	1196.50	31.49	39.36

3. By deleting the year “2023” in clause 15.6(b) and inserting “2024”.

4. By deleting the table appearing in clause 17.2(a) and inserting the following:

<b>Certificate</b>	<b>\$ per day</b>
MED II	35.96
MED III	17.98

5. By deleting the amount “\$17.33” appearing in clause 17.2(b) and inserting “\$17.98”.

6. By deleting the table appearing in clause A.1.1 and inserting the following:

		<b>Overtime</b>	
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	25.16	37.74	50.32
Crew Level 2	26.65	39.98	53.30
Crew Level 3	27.83	41.75	55.66
Divemaster/Dive instructor	27.83	41.75	55.66
Coxswain	30.06	45.09	60.12

		<b>Overtime</b>	
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master V	38.22	57.33	76.44
Master IV	42.87	64.31	85.74

7. By deleting the table appearing in clause A.1.2 and inserting the following:

		<b>Public holidays</b>		<b>Overtime</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>200%</b>	<b>300%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	23.50	47.00	70.50	35.25	47.00
Crew Level 2	25.74	51.48	77.22	38.61	51.48
Coxswain	28.01	56.02	84.03	42.02	56.02
Engineer MED III	28.13	56.26	84.39	42.20	56.26
Master V	28.13	56.26	84.39	42.20	56.26
Engineer MED II	28.64	57.28	85.92	42.96	57.28
Master IV	28.64	57.28	85.92	42.96	57.28
Engineer MED I	31.49	62.98	94.47	47.24	62.98

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Crew Level 1	31.45
Crew Level 2	33.31
Crew Level 3	34.79

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Divemaster/Dive instructor	34.79
Coxswain	37.58
Master V	47.78
Master IV	53.59

9. By deleting the table appearing in clause A.2.2 and inserting the following:

		<b>Public holidays</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>200%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	29.38	47.00	70.50
Crew Level 2	32.18	51.48	77.22
Coxswain	35.01	56.02	84.03
Engineer MED III	35.16	56.26	84.39
Master V	35.16	56.26	84.39
Engineer MED II	35.80	57.28	85.92
Master IV	35.80	57.28	85.92
Engineer MED I	39.36	62.98	94.47

10. By deleting the amount “\$220.23” appearing in clause B.1.1 and inserting “\$228.49”.

11. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Holder of MED II certificate	17.2(a)	15.74	35.96	per day
Holder of MED III certificate	17.2(a)	7.87	17.98	per day
Outer reef work—master’s allowance	17.2(b)	7.87	17.98	per day

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

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