



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

DREDGING INDUSTRY AWARD 2020
[MA000085]

Dredging industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Chief engineer	999.40	26.30
Chief operator	999.40	26.30
First engineer	979.30	25.77
First operator	979.30	25.77
Drilling technician	952.70	25.07
Engineer	933.80	24.57
Mechanical attendant	933.80	24.57
Crane operator/mechanical	925.40	24.35

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Electrician	922.50	24.28
Leading driller	916.10	24.11
Second engineer	895.80	23.57
Second operator	895.80	23.57
Leading hand (reclamation)	895.80	23.57
Driller	871.80	22.94
Third engineer	856.00	22.53
Dredgehand	842.00	22.16
Greaser	842.00	22.16
Assistant driller	842.00	22.16
Crew attendant	842.00	22.16

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Trailer Master	1062.40	27.96
Chief Engineer	1062.40	27.96
Trailer Shift Master	1032.90	27.18
Tug Master W.H. Reliance or equivalent	1032.90	27.18
First Engineer	1032.90	27.18
Electrical Engineer Humber River or equivalent	1032.90	27.18
Trailer Mate	949.70	24.99
Tug Master, Tug Engineer	949.70	24.99
Second Engineer, Electrical Engineer	949.70	24.99
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	949.70	24.99
Bosun/Driller	949.70	24.99
Launch Driver	920.30	24.22
Assistant Pump Operator	902.00	23.74

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Driller, Deckhand/Driller	902.00	23.74
Bosun	902.00	23.74
Chief Cook	902.00	23.74
Deckhand, Assistant Driller	880.00	23.16
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	880.00	23.16
Crew Attendant	880.00	23.16
Second Cook	880.00	23.16

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Day workers		Shiftworkers	
	Weekly aggregated wage (full-time employee)	Hourly aggregated wage	Weekly aggregated wage (full-time employee)	Hourly aggregated wage
	\$	\$	\$	\$
Trailer Master	2380.20	28.34	2350.90	30.14
Chief Engineer	2380.20	28.34	2350.90	30.14
Trailer Shift Master	2315.70	27.57	2287.20	29.32
Tug Master W.H. Reliance or equivalent	2315.70	27.57	2287.20	29.32
First Engineer	2315.70	27.57	2287.20	29.32
Electrical Engineer Humber River or equivalent	2315.70	27.57	2287.20	29.32
Trailer Mate	2133.80	25.40	2107.60	27.02
Tug Master, Tug Engineer	2133.80	25.40	2107.60	27.02
Second Engineer, Electrical Engineer	2133.80	25.40	2107.60	27.02
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	2133.80	25.40	2107.60	27.02

Classification	Day workers		Shiftworkers	
	Weekly aggregated wage (full-time employee)	Hourly aggregated wage	Weekly aggregated wage (full-time employee)	Hourly aggregated wage
	\$	\$	\$	\$
Bosun/Driller	2133.80	25.40	2107.60	27.02
Launch Driver	2069.50	24.64	2044.10	26.21
Assistant Pump Operator	2029.50	24.16	2004.60	25.70
Driller, Deckhand/Driller	2029.50	24.16	2004.60	25.70
Bosun	2029.50	24.16	2004.60	25.70
Chief Cook	2029.50	24.16	2004.60	25.70
Deckhand, Assistant Driller	1981.40	23.59	1957.10	25.09
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	1981.40	23.59	1957.10	25.09
Crew Attendant	1981.40	23.59	1957.10	25.09
Second Cook	1981.40	23.59	1957.10	25.09

4. By deleting the year “2019” in clause 15.5(b) and inserting “2020”.
5. By deleting the amount "\$31.40" appearing in clause 17.2(b)(i) and inserting "\$31.94".
6. By deleting the amount "\$66.77" appearing in clause 17.2(b)(ii) and inserting "\$67.94".
7. By deleting the amount "\$1.38" appearing in clause 17.2(c) and inserting "\$1.41".
8. By deleting the amount "\$26.64" appearing in clause 17.2(d) and inserting "\$27.10".
9. By deleting the table appearing in clause 17.2(e)(ii) and inserting the following:

	\$ per week
Remote areas	258.37
Less remote areas	171.86
Major ports	113.87

10. By deleting the table appearing in clause 17.2(e)(iii) and inserting the following:

	\$ per week
Remote areas	144.50
Less remote areas	57.82

11. By deleting the amount "\$31.40" appearing in clause 17.2(f)(i) and inserting "\$31.94".
12. By deleting the amount "\$31.40" appearing in clause 17.2(g)(i) and inserting "\$31.94".
13. By deleting the amount "\$62.19" appearing in clause 17.2(h)(i) and inserting "\$63.27".
14. By deleting the amount "\$44.37" appearing in clause 17.2(h)(ii) and inserting "\$45.14".
15. By deleting the amount "\$122.56" appearing in clause 17.2(j)(i) and inserting "\$124.70".
16. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
		% ordinary hourly rate³		
		130%	115%	250%
	\$	\$	\$	\$
Chief engineer	26.30	34.19	30.25	65.75
Chief operator	26.30	34.19	30.25	65.75
First engineer	25.77	33.50	29.64	64.43
First operator	25.77	33.50	29.64	64.43
Drilling technician	25.07	32.59	28.83	62.68
Engineer	24.57	31.94	28.26	61.43
Mechanical attendant	24.57	31.94	28.26	61.43
Crane operator/mechanical	24.35	31.66	28.00	60.88
Electrician	24.28	31.56	27.92	60.70
Leading driller	24.11	31.34	27.73	60.28
Second engineer	23.57	30.64	27.11	58.93
Second operator	23.57	30.64	27.11	58.93
Leading hand	23.57	30.64	27.11	58.93

	Ordinary hours	Night shift ¹	Afternoon or night shift ²	Public holidays
		% ordinary hourly rate ³		
		130%	115%	250%
	\$	\$	\$	\$
(reclamation)				
Driller	22.94	29.82	26.38	57.35
Third engineer	22.53	29.29	25.91	56.33
Dredgehand	22.16	28.81	25.48	55.40
Greaser	22.16	28.81	25.48	55.40
Assistant driller	22.16	28.81	25.48	55.40
Crew attendant	22.16	28.81	25.48	55.40

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

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Chief engineer	52.60	65.75
Chief operator	52.60	65.75
First engineer	51.54	64.43
First operator	51.54	64.43
Drilling technician	50.14	62.68
Engineer	49.14	61.43
Mechanical attendant	49.14	61.43
Crane operator/mechanical	48.70	60.88
Electrician	48.56	60.70
Leading driller	48.22	60.28
Second engineer	47.14	58.93
Second operator	47.14	58.93
Leading hand (reclamation)	47.14	58.93

	Monday to Sunday	Public holidays
	% ordinary hourly rate¹	
	200%	250%
	\$	\$
Driller	45.88	57.35
Third engineer	45.06	56.33
Dredgehand	44.32	55.40
Greaser	44.32	55.40
Assistant driller	44.32	55.40
Crew attendant	44.32	55.40

18. By deleting the table appearing in clause A.2.3 and inserting the following:

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Trailer Master	27.96	36.35	32.15	69.90
Chief Engineer	27.96	36.35	32.15	69.90
Trailer Shift Master	27.18	35.33	31.26	67.95
Tug Master W.H. Reliance or equivalent	27.18	35.33	31.26	67.95
First Engineer	27.18	35.33	31.26	67.95
Electrical Engineer Humber River or equivalent	27.18	35.33	31.26	67.95
Trailer Mate	24.99	32.49	28.74	62.48
Tug Master, Tug Engineer	24.99	32.49	28.74	62.48
Second Engineer, Electrical Engineer	24.99	32.49	28.74	62.48
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	24.99	32.49	28.74	62.48
Bosun/Driller	24.99	32.49	28.74	62.48
Launch Driver	24.22	31.49	27.85	60.55

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Assistant Pump Operator	23.74	30.86	27.30	59.35
Driller, Deckhand/Driller	23.74	30.86	27.30	59.35
Bosun	23.74	30.86	27.30	59.35
Chief Cook	23.74	30.86	27.30	59.35
Deckhand, Assistant Driller	23.16	30.11	26.63	57.90
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	23.16	30.11	26.63	57.90
Crew Attendant	23.16	30.11	26.63	57.90
Second Cook	23.16	30.11	26.63	57.90

19. By deleting the table appearing in clause A.2.4 and inserting the following:

	Monday to Sunday	Public holidays
	% ordinary hourly rate¹	
	200%	250%
	\$	\$
Trailer Master	55.92	69.90
Chief Engineer	55.92	69.90
Trailer Shift Master	54.36	67.95
Tug Master W.H. Reliance or equivalent	54.36	67.95
First Engineer	54.36	67.95
Electrical Engineer Humber River or equivalent	54.36	67.95
Trailer Mate	49.98	62.48
Tug Master, Tug Engineer	49.98	62.48
Second Engineer, Electrical Engineer	49.98	62.48
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	49.98	62.48

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Bosun/Driller	49.98	62.48
Launch Driver	48.44	60.55
Assistant Pump Operator	47.48	59.35
Driller, Deckhand/Driller	47.48	59.35
Bosun	47.48	59.35
Chief Cook	47.48	59.35
Deckhand, Assistant Driller	46.32	57.90
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	46.32	57.90
Crew Attendant	46.32	57.90
Second Cook	46.32	57.90

20. By deleting the table appearing in clause A.3.1 and inserting the following:

	Ordinary hours
	125% ordinary hourly rate
	\$
Chief engineer	32.88
Chief operator	32.88
First engineer	32.21
First operator	32.21
Drilling technician	31.34
Engineer	30.71
Mechanical attendant	30.71
Crane operator/mechanical	30.44
Electrician	30.35
Leading driller	30.14
Second engineer	29.46
Second operator	29.46
Leading hand (reclamation)	29.46

	Ordinary hours
	125% ordinary hourly rate
	\$
Driller	28.68
Third engineer	28.16
Dredgehand	27.70
Greaser	27.70
Assistant driller	27.70
Crew attendant	27.70

21. By deleting the table appearing in clause A.3.2 and inserting the following:

	Ordinary hours
	125% ordinary hourly rate
	\$
Trailer Master	34.95
Chief Engineer	34.95
Trailer Shift Master	33.98
Tug Master W.H. Reliance or equivalent	33.98
First Engineer	33.98
Electrical Engineer Humber River or equivalent	33.98
Trailer Mate	31.24
Tug Master, Tug Engineer	31.24
Second Engineer, Electrical Engineer	31.24
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	31.24
Bosun/Driller	31.24
Launch Driver	30.28
Assistant Pump Operator	29.68
Driller, Deckhand/Driller	29.68
Bosun	29.68
Chief Cook	29.68
Deckhand, Assistant Driller	28.95
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	28.95

	Ordinary hours
	125% ordinary hourly rate
	\$
Crew Attendant	28.95
Second Cook	28.95

22. By deleting the table appearing in clause A.3.3 and inserting the following:

	Ordinary hours
	125% aggregated hourly rate
	\$
Trailer Master	35.43
Chief Engineer	35.43
Trailer Shift Master	34.46
Tug Master W.H. Reliance or equivalent	34.46
First Engineer	34.46
Electrical Engineer Humber River or equivalent	34.46
Trailer Mate	31.75
Tug Master, Tug Engineer	31.75
Second Engineer, Electrical Engineer	31.75
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	31.75
Bosun/Driller	31.75
Launch Driver	30.80
Assistant Pump Operator	30.20
Driller, Deckhand/Driller	30.20
Bosun	30.20
Chief Cook	30.20
Deckhand, Assistant Driller	29.49
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	29.49
Crew Attendant	29.49
Second Cook	29.49

23. By deleting the table appearing in clause A.3.4 and inserting the following:

	Ordinary hours
	125% aggregated hourly rate
	\$
Trailer Master	37.68
Chief Engineer	37.68
Trailer Shift Master	36.65
Tug Master W.H. Reliance or equivalent	36.65
First Engineer	36.65
Electrical Engineer Humber River or equivalent	36.65
Trailer Mate	33.78
Tug Master, Tug Engineer	33.78
Second Engineer, Electrical Engineer	33.78
Pump Operator, Welder, Deckhand/Welder, Dredgehand/Welder	33.78
Bosun/Driller	33.78
Launch Driver	32.76
Assistant Pump Operator	32.13
Driller, Deckhand/Driller	32.13
Bosun	32.13
Chief Cook	32.13
Deckhand, Assistant Driller	31.36
Able Seaman, Deckhand, Dredgehand, Greaser, Firefighter, Motorman	31.36
Crew Attendant	31.36
Second Cook	31.36

24. By deleting the amount “\$864.90” appearing in clause B.1.1 and inserting “\$880.00”.

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

Allowance	Clause	% of standard rate	\$	Payable
Dual certificate allowance—vessel—not fully operational ¹	17.2(b)(i)	3.63	31.94	per week
Dual certificate allowance—fully operational vessel ¹	17.2(b)(ii)	7.72	67.94	per week
Confined areas allowance ¹	17.2(c)	0.16	1.41	per hour
Hard-lying allowance ¹	17.2(d)	3.08	27.10	per week
Shipkeeping allowance—when vessel is not fully operational—Remote areas	17.2(e)(ii)	29.36	258.37	per week
Shipkeeping allowance—when vessel is not fully operational—Less remote areas	17.2(e)(ii)	19.53	171.86	per week
Shipkeeping allowance—when vessel is not fully operational—Major ports	17.2(e)(ii)	12.94	113.87	per week
Shipkeeping allowance—when vessel is fully operational—Remote areas	17.2(e)(iii)	16.42	144.50	per week
Shipkeeping allowance—when vessel is fully operational—Less remote areas	17.2(e)(iii)	6.57	57.82	per week
Radar observer's allowance	17.2(f)(i)	3.63	31.94	per week
Firefighting certificate allowance	17.2(g)(i)	3.63	31.94	per week
Additional allowance—chief cook who orders stores and issues linen	17.2(h)(i)	7.19	63.27	per week
Additional allowance—second cook performing cleaning duties outside galley and storerooms	17.2(h)(ii)	5.13	45.14	per week
Vessels proceeding from port to port allowance	17.2(j)(i)	14.17	124.70	per day or part thereof

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* 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 November 2020.

PRESIDENT