



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**PROFESSIONAL DIVING INDUSTRY (INDUSTRIAL) AWARD 2020**  
[MA000108]

Diving services

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 27.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	1456.80	38.34
Hyperbaric Welder	1130.40	29.75
Diver	1080.60	28.44
Diver’s Attendant	888.50	23.38

2. By deleting the amounts “\$4.53” and “\$1.37” appearing in clause 29.2(a) and inserting “\$4.65” and “\$1.40” respectively.

3. By deleting the amount “\$68.63” appearing in clause 29.2(b) and inserting “\$70.35”.

4. By deleting the amount “\$5.17” appearing in clause 29.2(c)(ii) and inserting “\$5.29”.
5. By deleting the amount “\$3.48” appearing in clause 29.2(c)(iii) and inserting “\$3.57”.
6. By deleting the table appearing in clause 32.1(a) and inserting the following:

<b>Employee classification</b>	<b>Full-time employees</b>		
	<b>Minimum weekly rate (full-time employee)</b>	<b>Aggregate weekly factor (percentage of minimum weekly rate)</b>	<b>Total weekly rate (minimum weekly rate plus aggregate weekly factor)</b>
	<b>\$</b>	<b>%</b>	<b>\$</b>
Diving Superintendent	1187.60	117	2577.09
Diving Supervisor	1109.80	116	2397.17
Supervisor (ADS Operations)	1109.80	116	2397.17
Hyperbaric Welder	1071.20	116	2313.79
Life Support Technician	1015.60	114	2173.38
Senior Operator (OMB Operations)	1015.60	114	2173.38
Systems Maintenance Technician	950.90	113	2025.42
Diver	893.80	111	1885.92
Operator (ADS Operations)	893.80	111	1885.92
Diver’s Attendant	777.50	108	1617.20

7. By deleting the amount “\$69.76” appearing in clause 34.2(a)(i) and inserting “\$71.50”.
8. By deleting the amount “\$82.75” appearing in clause 34.2(a)(ii) and inserting “\$84.82”.
9. By deleting the amounts “\$4.10”, “\$1.22”, “\$61.00” and “\$305.00” appearing in clause 34.2(b)(i) and inserting “\$4.20”, “\$1.25”, “\$62.50” and “\$312.50” respectively.
10. By deleting the amounts “\$2.01”, “\$0.61” and “\$152.50” appearing in clause 34.2(b)(ii) and inserting “\$2.06”, “\$0.63” and “\$157.50” respectively.
11. By deleting the amount “\$61.39” appearing in clause 34.2(c) and inserting “\$62.92”.

- 12. By deleting the amount “\$5.06” appearing in clause 34.2(d)(ii) and inserting “\$5.18”.
- 13. By deleting the amount “\$3.40” appearing in clause 34.2(d)(iii) and inserting “\$3.49”.
- 14. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	38.34	95.85
Hyperbaric Welder	29.75	74.38
Diver	28.44	71.10
Diver’s Attendant	23.38	58.45

- 15. By deleting the table appearing in clause B.1.2 and inserting the following:

	<b>Monday to Saturday– first 2 hours</b>	<b>Monday to Saturday– after 2 hours</b>	<b>Sunday–all day</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Diving Supervisor	57.51	76.68	76.68	95.85
Hyperbaric Welder	44.63	59.50	59.50	74.38
Diver	42.66	56.88	56.88	71.10
Diver’s Attendant	35.07	46.76	46.76	58.45

- 16. By deleting the table appearing in clause B.2.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of casual hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	47.93	119.83

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of casual hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Hyperbaric Welder	37.19	92.98
Diver	35.55	88.88
Diver's Attendant	29.23	73.08

17. By deleting the table appearing in clause B.3.1 and inserting the following:

	<b>Total hourly rate</b>	<b>Total monthly rate<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
Diving Superintendent	67.82	11,210.34
Diving Supervisor	63.08	10,427.69
Supervisor (ADS Operations)	63.08	10,427.69
Hyperbaric Welder	60.89	10,064.99
Life Support Technician	57.19	9454.20
Senior Operator (OMB Operations)	57.19	9454.20
Systems Maintenance Technician	53.30	8810.58
Diver	49.63	8203.75
Operator (ADS Operations)	49.63	8203.75
Diver's Attendant	42.56	7034.82

18. By deleting the table appearing in clause B.4.1 and inserting the following:

	<b>Casual ordinary rate</b>
	<b>\$</b>
Diving Superintendent	39.06
Diving Supervisor	36.51
Supervisor (ADS Operations)	36.51
Hyperbaric Welder	35.24
Life Support Technician	33.41
Senior Operator (OMB Operations)	33.41
Systems Maintenance Technician	31.28

	<b>Casual ordinary rate</b>
	<b>\$</b>
Diver	29.40
Operator (ADS Operations)	29.40
Diver's Attendant	25.58

19. By deleting the amount "\$1054.20" appearing in clause C.1.1 and inserting "\$1080.60".

20. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Diving allowance—Per metre; OR	29.2(a)	0.43	4.65	per metre
Diving allowance—Per foot of water or equivalent pressure	29.2(a)	0.13	1.40	per foot of water or equivalent pressure
Non-destructive testing allowance	29.2(b)	6.51	70.35	per day
Hyperbaric welding allowance	29.2(c)(ii)	0.49	5.29	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	29.2(c)(iii)	0.33	3.57	per linear millimetre

21. By deleting the amount "\$872.00" appearing in clause C.3.1 and inserting "\$893.80".

22. By deleting the table appearing in clause C.3.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Disability allowance—Full-time/part-time employees	34.2(a)(i)	8.0	71.50	per on-duty day
Disability allowance—Casual employees	34.2(a)(ii)	9.49	84.82	per on-duty day
Diving allowance—other than ADS Operations—Per metre; OR	34.2(b)(i)	0.47	4.20	per metre

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Diving allowance—other than ADS Operations— Per foot or equivalent pressure	34.2(b)(i)	0.14	1.25	per foot or equivalent pressure
Diving allowance—other than ADS Operations— Minimum payment—50 x Diving allowance per foot; OR	34.2(b)(i)		62.50	per 12 hour period
Diving allowance—other than ADS Operations— Minimum payment using saturation techniques— 250 x Diving allowance per foot	34.2(b)(i)		312.50	per 12 hour period
Diving allowance—ADS Operations—Per metre; OR	34.2(b)(ii)	0.23	2.06	per metre
Diving allowance—ADS Operations—Per foot	34.2(b)(ii)	0.07	0.63	per foot
Diving allowance—ADS Operations—Minimum payment—250 x Diving allowance per foot	34.2(b)(ii)		157.50	per 12 hour period
Non-destructive testing allowance	34.2(c)	7.04	62.92	per day
Hyperbaric welding allowance	34.2(d)(ii)	0.58	5.18	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	34.2(d)(iii)	0.39	3.49	per linear millimetre

B. This determination comes into operation on 1 July 2021. 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 July 2021.

PRESIDENT