



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

SEAGOING INDUSTRY AWARD 2020
[MA000122]

Maritime industry

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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	80,671	30,529	111,200
Master	AOV	78,741	29,796	108,537
Chief engineer	18	79,346	30,026	109,372
Chief engineer	AOV	77,456	29,310	106,766
First mate/First engineer	18	68,756	26,019	94,775
First mate/First engineer	AOV	67,177	25,421	92,598
Second mate/Second	18	63,605	24,070	87,675

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	62,179	23,530	85,709
Third mate/Third engineer/Electrician	18	60,959	23,067	84,026
Third mate/Third engineer/Electrician	AOV	59,609	22,557	82,166
Chief integrated rating/Chief cook/Chief steward	18	57,651	21,816	79,467
Chief integrated rating/Chief cook/Chief steward	AOV	56,396	21,339	77,735
Second cook	AOV	52,672	19,933	72,605
Integrated rating/Assistant steward/Catering attendant	18	52,503	19,868	72,371
Integrated rating/Assistant steward/Catering attendant	AOV	51,388	19,443	70,831*

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	83,153	31,466	114,619
Master	AOV	81,152	30,706	111,858
Chief engineer	18	81,778	30,947	112,725
Chief engineer	AOV	79,818	30,203	110,021
First mate/First engineer	18	70,791	26,789	97,580
First mate/First engineer	AOV	69,147	26,169	95,316
Second mate/Second	18	65,297	24,710	90,007

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	63,966	24,202	88,168
Third mate/Third engineer/Electrician	18	62,697	23,725	86,422
Third mate/Third engineer/Electrician	AOV	61,297	23,196	84,493
Chief integrated rating/Chief cook/Chief steward	18	58,578	22,168	80,746
Chief integrated rating/Chief cook/Chief steward	AOV	57,298	21,684	78,982
Second cook	AOV	53,451	20,228	73,679
Integrated rating/Assistant steward/Catering attendant	18	53,257	20,151	73,408
Integrated rating/Assistant steward/Catering attendant	AOV	52,119	19,723	71,842

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	86,069	32,568	118,637
Master	AOV	83,986	31,780	115,766
Chief engineer	18	84,639	32,029	116,668
Chief engineer	AOV	82,597	31,258	113,855
First mate/First engineer	18	73,182	27,692	100,874
First mate/First engineer	AOV	71,474	27,047	98,521
Second mate/Second	18	67,457	25,526	92,983

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	65,915	24,944	90,859
Third mate/Third engineer/Electrician	18	64,024	24,228	88,252
Third mate/Third engineer/Electrician	AOV	62,586	23,684	86,270
Chief integrated rating/Chief cook/Chief steward	18	59,012	22,331	81,343
Chief integrated rating/Chief cook/Chief steward	AOV	57,718	21,840	79,558
Second cook	AOV	54,427	20,597	75,024
Integrated rating/Assistant steward/Catering attendant	18	53,490	20,240	73,730
Integrated rating/Assistant steward/Catering attendant	AOV	52,341	19,807	72,148

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	97,541	36,910	134,451
Master	AOV	94,345	35,701	130,046
Chief engineer	18	95,884	36,283	132,167
Chief engineer	AOV	92,751	35,097	127,848
First mate/First engineer	18	81,763	30,939	112,702
First mate/First engineer	AOV	79,176	29,961	109,137

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	75,946	28,739	104,685
Second mate/Second engineer/Electro-technical officer	AOV	73,584	27,843	101,427
Third mate/Third engineer/Electrician	18	70,964	26,853	97,817
Third mate/Third engineer/Electrician	AOV	68,791	26,031	94,822
Chief integrated rating/Chief cook/Chief steward	18	63,634	24,077	87,711
Chief integrated rating/Chief cook/Chief steward	AOV	61,750	23,367	85,117
Second cook	AOV	57,753	21,853	79,606
Integrated rating/Assistant steward/Catering attendant	18	56,988	21,565	78,553
Integrated rating/Assistant steward/Catering attendant	AOV	54,847	20,756	75,603

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	101,345	38,348	139,693
Master	AOV	97,208	36,785	133,993
Chief engineer	18	99,608	37,691	137,299
Chief engineer	AOV	95,552	36,157	131,709
First mate/First engineer	18	83,973	31,775	115,748
First mate/First engineer	AOV	80,664	30,525	111,189

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	77,891	29,474	107,365
Second mate/Second engineer/Electro-technical officer	AOV	74,870	28,331	103,201
Third mate/Third engineer/Electrician	18	73,548	27,832	101,380
Third mate/Third engineer/Electrician	AOV	70,735	26,766	97,501
Chief integrated rating/Chief cook/Chief steward	18	65,726	24,872	90,598
Chief integrated rating/Chief cook/Chief steward	AOV	63,438	24,004	87,442
Second cook	AOV	59,301	22,439	81,740
Integrated rating/Assistant steward/Catering attendant	18	59,798	22,629	82,427
Integrated rating/Assistant steward/Catering attendant	AOV	57,645	21,812	79,457

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	99,062	37,484	136,546
Master	AOV	97,852	37,025	134,877
Chief engineer	18	98,634	37,321	135,955
Chief engineer	AOV	96,186	36,398	132,584
First mate/First engineer	18	83,178	31,475	114,653
First mate/First engineer	AOV	81,177	30,718	111,895

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	77,169	29,202	106,371
Second mate/Second engineer/Electro-technical officer	AOV	75,342	28,509	103,851
Third mate/Third engineer/Electrician	18	74,159	28,062	102,221
Third mate/Third engineer/Electrician	AOV	72,424	27,406	99,830
Chief integrated rating/Chief cook/Chief steward	18	67,718	25,626	93,344
Chief integrated rating/Chief cook/Chief steward	AOV	66,168	25,038	91,206
Second cook	AOV	62,983	23,834	86,817
Integrated rating/Assistant steward/Catering attendant	18	61,854	23,406	85,260
Integrated rating/Assistant steward/Catering attendant	AOV	60,479	22,889	83,368

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	74,848	26,301	101,149
Chief engineer	73,499	25,824	99,323
First mate/First engineer	62,607	21,996	84,603
Second mate/Second engineer/Electrical engineer/Electro-technical officer	57,278	20,125	77,403

Classification	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
	\$	\$	\$
Third mate/Third engineer/Electrician	54,931	19,301	74,232
Bosun/Chief steward/Chief cook/Chief integrated rating	52,489	18,341	70,830
Integrated rating/AB/Greaser/Second cook	48,404	17,007	65,411

8. By deleting the year “2021” in clause 14.4(b) and inserting “2022”.
9. By deleting the amount “\$10.81” appearing in clause 16.2(a) and inserting “\$11.31”.
10. By deleting the amount “\$15.24” appearing in clause 16.3(a)(i) and inserting “\$15.94”.
11. By deleting the amount “\$5.34” appearing in clause 16.3(a)(ii) and inserting “\$5.58”.
12. By deleting the amount “\$19.40” appearing in clause 16.3(b)(i) and inserting “\$20.30”.
13. By deleting the amount “\$6.25” appearing in clause 16.3(b)(ii) and inserting “\$6.54”.
14. By deleting the amount “\$24.35” appearing in clause 16.3(d)(i) and inserting “\$25.47”.
15. By deleting the amount “\$7.42” appearing in clause 16.3(d)(ii) and inserting “\$7.76”.
16. By deleting the table appearing in clause 16.3(e)(i) and inserting the following:

	\$ per hour
Handling	20.98
Securing or lashing	6.67

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

	\$ per hour
Handling	15.94
Securing or lashing	5.58

18. By deleting the amount “\$24.35” appearing in clause 16.4(a) and inserting “\$25.47”.

19. By deleting the amount “\$16.93” appearing in clause 16.5 and inserting “\$17.71”.

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

Classification	Minimum weekly rate (full-time employee)
	\$
Master	1469.20
Chief engineer	1445.00
First mate/First engineer	1252.80
Second mate/Second engineer/Radio Officer/Electrical Engineer	1159.60
Third mate/Third engineer	1111.40
Chief integrated rating/Bosun/Chief cook/Chief steward/Carpenter/Fitter/Repairer/Donkeyman/Electrician	1051.60
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	958.30
OS/Wiper/Deckboy/Catering Boy/2nd Cook/Messroom Steward	812.70

21. By deleting the amount “\$1302.23” appearing in clause B.1.1 and inserting “\$1362.13”.

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	11.31	per day
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside	16.3(a)(i)	1.17	15.94	per hour

Allowance	Clause	% of standard rate	\$	Payable
the employee's watch on duty if watches are being kept—handling				
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	5.58	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, or on Saturdays, Sundays or public holidays—handling	16.3(b)(i)	1.49	20.30	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, or on Saturdays, Sundays or public holidays—securing or lashing	16.3(b)(ii)	0.48	6.54	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	25.47	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	7.76	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	20.98	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	6.67	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(ii)	1.17	15.94	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(ii)	0.41	5.58	per hour

Allowance	Clause	% of standard rate	\$	Payable
Disturbance of sleep allowance	16.4(a)	1.87	25.47	per night or rest period
Vessels wrecked or stranded allowance—special efforts	16.5	1.3	17.71	per hour

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT