



# DRAFT DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**SEAGOING INDUSTRY AWARD 2020**  
[MA000122]

Maritime industry

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

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	18	85,310	32,284	117,594
Master	AOV	83,269	31,509	114,778
Chief engineer	18	83,908	31,752	115,660
Chief engineer	AOV	81,910	30,995	112,905
First mate/First engineer	18	72,709	27,515	100,224
First mate/First engineer	AOV	71,040	26,883	97,923
Second mate/Second	18	67,262	25,454	92,716

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	65,754	24,883	90,637
Third mate/Third engineer/Electrician	18	64,464	24,393	88,857
Third mate/Third engineer/Electrician	AOV	63,037	23,854	86,891
Chief integrated rating/Chief cook/Chief steward	18	60,966	23,070	84,036
Chief integrated rating/Chief cook/Chief steward	AOV	59,639	22,566	82,205
Second cook	AOV	55,701	21,079	76,780
Integrated rating/Assistant steward/Catering attendant	18	55,522	21,010	76,532
Integrated rating/Assistant steward/Catering attendant	AOV	54,343	20,561	74,904*

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	87,934	33,275	121,209
Master	AOV	85,818	32,472	118,290
Chief engineer	18	86,480	32,726	119,206
Chief engineer	AOV	84,408	31,940	116,348
First mate/First engineer	18	74,861	28,329	103,190
First mate/First engineer	AOV	73,123	27,674	100,797
Second mate/Second	18	69,052	26,131	95,183

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	67,644	25,594	93,238
Third mate/Third engineer/Electrician	18	66,302	25,089	91,391
Third mate/Third engineer/Electrician	AOV	64,822	24,530	89,352
Chief integrated rating/Chief cook/Chief steward	18	61,946	23,443	85,389
Chief integrated rating/Chief cook/Chief steward	AOV	60,593	22,931	83,524
Second cook	AOV	56,524	21,391	77,915
Integrated rating/Assistant steward/Catering attendant	18	56,319	21,310	77,629
Integrated rating/Assistant steward/Catering attendant	AOV	55,116	20,857	75,973

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	91,018	34,441	125,459
Master	AOV	88,815	33,607	122,422
Chief engineer	18	89,506	33,871	123,377
Chief engineer	AOV	87,346	33,055	120,401
First mate/First engineer	18	77,390	29,284	106,674
First mate/First engineer	AOV	75,584	28,602	104,186
Second mate/Second	18	71,336	26,994	98,330

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	69,705	26,378	96,083
Third mate/Third engineer/Electrician	18	67,705	25,621	93,326
Third mate/Third engineer/Electrician	AOV	66,185	25,046	91,231
Chief integrated rating/Chief cook/Chief steward	18	62,405	23,615	86,020
Chief integrated rating/Chief cook/Chief steward	AOV	61,037	23,096	84,133
Second cook	AOV	57,557	21,781	79,338
Integrated rating/Assistant steward/Catering attendant	18	56,566	21,404	77,970
Integrated rating/Assistant steward/Catering attendant	AOV	55,351	20,946	76,297

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	103,150	39,032	142,182
Master	AOV	99,770	37,754	137,524
Chief engineer	18	101,397	38,369	139,766
Chief engineer	AOV	98,084	37,115	135,199
First mate/First engineer	18	86,464	32,718	119,182
First mate/First engineer	AOV	83,729	31,684	115,413
Second mate/Second	18	80,313	30,391	110,704

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	77,815	29,444	107,259
Third mate/Third engineer/Electrician	18	75,044	28,397	103,441
Third mate/Third engineer/Electrician	AOV	72,746	27,528	100,274
Chief integrated rating/Chief cook/Chief steward	18	67,293	25,461	92,754
Chief integrated rating/Chief cook/Chief steward	AOV	65,301	24,711	90,012
Second cook	AOV	61,074	23,110	84,184
Integrated rating/Assistant steward/Catering attendant	18	60,265	22,805	83,070
Integrated rating/Assistant steward/Catering attendant	AOV	58,001	21,949	79,950

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	107,172	40,553	147,725
Master	AOV	102,797	38,900	141,697
Chief engineer	18	105,335	39,858	145,193
Chief engineer	AOV	101,046	38,236	139,282
First mate/First engineer	18	88,801	33,602	122,403
First mate/First engineer	AOV	85,302	32,280	117,582
Second mate/Second	18	82,370	31,169	113,539

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	79,175	29,960	109,135
Third mate/Third engineer/Electrician	18	77,777	29,432	107,209
Third mate/Third engineer/Electrician	AOV	74,802	28,305	103,107
Chief integrated rating/Chief cook/Chief steward	18	69,505	26,302	95,807
Chief integrated rating/Chief cook/Chief steward	AOV	67,086	25,384	92,470
Second cook	AOV	62,711	23,729	86,440
Integrated rating/Assistant steward/Catering attendant	18	63,236	23,930	87,166
Integrated rating/Assistant steward/Catering attendant	AOV	60,960	23,066	84,026

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

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	104,758	39,639	144,397
Master	AOV	103,478	39,154	142,632
Chief engineer	18	104,305	39,467	143,772
Chief engineer	AOV	101,717	38,491	140,208
First mate/First engineer	18	87,961	33,285	121,246
First mate/First engineer	AOV	85,845	32,484	118,329
Second mate/Second	18	81,606	30,881	112,487

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	79,674	30,148	109,822
Third mate/Third engineer/Electrician	18	78,423	29,676	108,099
Third mate/Third engineer/Electrician	AOV	76,588	28,982	105,570
Chief integrated rating/Chief cook/Chief steward	18	71,612	27,099	98,711
Chief integrated rating/Chief cook/Chief steward	AOV	69,973	26,478	96,451
Second cook	AOV	66,605	25,204	91,809
Integrated rating/Assistant steward/Catering attendant	18	65,411	24,752	90,163
Integrated rating/Assistant steward/Catering attendant	AOV	63,957	24,205	88,162

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

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Master	79,152	27,813	106,965
Chief engineer	77,725	27,309	105,034
First mate/First engineer	66,207	23,261	89,468
Second mate/Second engineer/Electrical engineer/Electro-technical officer	60,571	21,282	81,853

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Third mate/Third engineer/Electrician	58,090	20,411	78,501
Bosun/Chief steward/Chief cook/Chief integrated rating	55,507	19,396	74,903
Integrated rating/AB/Greaser/Second cook	51,187	17,985	69,172

8. By deleting the year “2022” in clause 14.4(b) and inserting “2023”.
9. By deleting the amount “\$11.31” appearing in clause 16.2(a) and inserting “\$11.96”.
10. By deleting the amount “\$15.94” appearing in clause 16.3(a)(i) and inserting “\$16.85”.
11. By deleting the amount “\$5.58” appearing in clause 16.3(a)(ii) and inserting “\$5.91”.
12. By deleting the amount “\$20.30” appearing in clause 16.3(b)(i) and inserting “\$21.46”.
13. By deleting the amount “\$6.54” appearing in clause 16.3(b)(ii) and inserting “\$6.91”.
14. By deleting the amount “\$25.47” appearing in clause 16.3(d)(i) and inserting “\$26.94”.
15. By deleting the amount “\$7.76” appearing in clause 16.3(d)(ii) and inserting “\$8.21”.
16. By deleting the table appearing in clause 16.3(e)(i) and inserting the following:

	<b>\$ per hour</b>
Handling	22.18
Securing or lashing	7.06



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

	<b>\$ per hour</b>
Handling	16.85
Securing or lashing	5.91

18. By deleting the amount “\$25.47” appearing in clause 16.4(a) and inserting “\$26.94”.

19. By deleting the amount “\$17.71” appearing in clause 16.5 and inserting “\$18.73”.

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>
	<b>\$</b>
Master	1553.70
Chief engineer	1528.10
First mate/First engineer	1324.80
Second mate/Second engineer/Radio Officer/Electrical Engineer	1226.30
Third mate/Third engineer	1175.30
Chief integrated rating/Bosun/Chief cook/Chief steward/Carpenter/Fitter/Repairer/Donkeyman/Electrician	1112.10
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	1013.40
OS/Wiper/Deckboy/Catering Boy/2nd Cook/Messroom Steward	859.40

21. By deleting the amount “\$1362.13” appearing in clause B.1.1 and inserting “\$1440.46”.

22. 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>
Tanker allowance	16.2(a)	0.83	11.96	per day
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside	16.3(a)(i)	1.17	16.85	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
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	5.91	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	21.46	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	6.91	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	26.94	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	8.21	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	22.18	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	7.06	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(ii)	1.17	16.85	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(ii)	0.41	5.91	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Disturbance of sleep allowance	16.4(a)	1.87	26.94	per night or rest period
Vessels wrecked or stranded allowance—special efforts	16.5	1.3	18.73	per hour

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT