



# DETERMINATION

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

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

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

Diving services

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 [[\[2024\] FWCFCB 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	1671.80	43.99
Hyperbaric Welder	1297.30	34.14
Diver	1240.10	32.63
Diver’s Attendant	1019.70	26.83

2. By deleting the amounts “\$5.14” and “\$1.55” appearing in clause 29.2(a) and inserting “\$5.33” and “\$1.61” respectively.
3. By deleting the amount “\$77.81” appearing in clause 29.2(b) and inserting “\$80.73”.

4. By deleting the amount “\$5.86” appearing in clause 29.2(c)(ii) and inserting “\$6.08”.
5. By deleting the amount “\$3.94” appearing in clause 29.2(c)(iii) and inserting “\$4.09”.
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	1362.90	117	2957.49
Diving Supervisor	1273.70	116	2751.19
Supervisor (ADS Operations)	1273.70	116	2751.19
Hyperbaric Welder	1229.30	116	2655.29
Life Support Technician	1165.50	114	2494.17
Senior Operator (OMB Operations)	1165.50	114	2494.17
Systems Maintenance Technician	1091.20	113	2324.26
Diver	1025.80	111	2164.44
Operator (ADS Operations)	1025.80	111	2164.44
Diver’s Attendant	896.90	108	1865.55

7. By deleting the amount “\$79.10” appearing in clause 34.2(a)(i) and inserting “\$82.06”.
8. By deleting the amount “\$93.83” appearing in clause 34.2(a)(ii) and inserting “\$97.35”.
9. By deleting the amounts “\$4.65”, “\$1.38”, “\$69.00” and “\$345.00” appearing in clause 34.2(b)(i) and inserting “\$4.82”, “\$1.44”, “\$72.00” and “\$360.00” respectively.
10. By deleting the amounts “\$2.27”, “\$0.69” and “\$172.50” appearing in clause 34.2(b)(ii) and inserting “\$2.36”, “\$0.72” and “\$180.00” respectively.
11. By deleting the amount “\$69.60” appearing in clause 34.2(c) and inserting “\$72.22”.

- 12. By deleting the amount “\$5.73” appearing in clause 34.2(d)(ii) and inserting “\$5.95”.
- 13. By deleting the amount “\$3.86” appearing in clause 34.2(d)(iii) and inserting “\$4.00”.
- 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	43.99	109.98
Hyperbaric Welder	34.14	85.35
Diver	32.63	81.58
Diver’s Attendant	26.83	67.08

- 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	65.99	87.98	87.98	109.98
Hyperbaric Welder	51.21	68.28	68.28	85.35
Diver	48.95	65.26	65.26	81.58
Diver’s Attendant	40.25	53.66	53.66	67.08

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	54.99	137.48
Hyperbaric Welder	42.68	106.70
Diver	40.79	101.98
Diver's Attendant	33.54	83.85

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	77.83	12,865.08
Diving Supervisor	72.40	11,967.68
Supervisor (ADS Operations)	72.40	11,967.68
Hyperbaric Welder	69.88	11,550.51
Life Support Technician	65.64	10,849.64
Senior Operator (OMB Operations)	65.64	10,849.64
Systems Maintenance Technician	61.16	10,110.53
Diver	56.96	9415.31
Operator (ADS Operations)	56.96	9415.31
Diver's Attendant	49.09	8115.14

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

	<b>Casual ordinary rate</b>
	<b>\$</b>
Diving Superintendent	44.84
Diving Supervisor	41.90
Supervisor (ADS Operations)	41.90
Hyperbaric Welder	40.44
Life Support Technician	38.34
Senior Operator (OMB Operations)	38.34
Systems Maintenance Technician	35.90
Diver	33.74
Operator (ADS Operations)	33.74
Diver's Attendant	29.50

19. By deleting the amount "\$1195.30" appearing in clause C.1.1 and inserting "\$1240.10".

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	5.33	per metre
Diving allowance—Per foot of water or equivalent pressure	29.2(a)	0.13	1.61	per foot of water or equivalent pressure
Non-destructive testing allowance	29.2(b)	6.51	80.73	per day
Hyperbaric welding allowance	29.2(c)(ii)	0.49	6.08	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	29.2(c)(iii)	0.33	4.09	per linear millimetre

21. By deleting the amount "\$988.70" appearing in clause C.3.1 and inserting "\$1025.80".

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	82.06	per on-duty day
Disability allowance— Casual employees	34.2(a)(ii)	9.49	97.35	per on-duty day
Diving allowance—other than ADS Operations— Per metre; OR	34.2(b)(i)	0.47	4.82	per metre
Diving allowance—other than ADS Operations— Per foot or equivalent pressure	34.2(b)(i)	0.14	1.44	per foot or equivalent pressure
Diving allowance—other than ADS Operations— Minimum payment—50 x Diving allowance per foot; OR	34.2(b)(i)		72.00	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)		360.00	per 12 hour period
Diving allowance—ADS Operations—Per metre; OR	34.2(b)(ii)	0.23	2.36	per metre
Diving allowance—ADS Operations—Per foot	34.2(b)(ii)	0.07	0.72	per foot
Diving allowance—ADS Operations—Minimum payment—250 x Diving allowance per foot	34.2(b)(ii)		180.00	per 12 hour period
Non-destructive testing allowance	34.2(c)	7.04	72.22	per day

Allowance	Clause	% of standard rate	\$	Payable
Hyperbaric welding allowance	34.2(d)(ii)	0.58	5.95	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	34.2(d)(iii) )	0.39	4.00	per linear millimetre

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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