



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

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 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 14.1(a) and inserting the following:

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	75,242	28,474	103,716
Master	AOV	73,442	27,791	101,233
Chief engineer	18	74,007	28,006	102,013
Chief engineer	AOV	72,244	27,338	99,582
First mate/First engineer	18	64,129	24,268	88,397
First mate/First engineer	AOV	62,657	23,710	86,367
Second mate/Second engineer	18	59,325	22,450	81,775

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Second mate/Second engineer	AOV	57,995	21,946	79,941
Third mate/Third engineer	18	56,857	21,515	78,372
Third mate/Third engineer	AOV	55,598	21,039	76,637
Chief integrated rating/Chief cook/Chief steward	18	53,772	20,348	74,120
Chief integrated rating/Chief cook/Chief steward	AOV	52,601	19,903	72,504
Second cook	AOV	49,128	18,591	67,719
Integrated rating/Assistant steward/Catering attendant	18	48,970	18,531	67,501
Integrated rating/Assistant steward/Catering attendant	AOV	47,930	18,135	66,065*

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

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	77,557	29,348	106,905
Master	AOV	75,691	28,640	104,331
Chief engineer	18	76,275	28,864	105,139
Chief engineer	AOV	74,447	28,171	102,618
First mate/First engineer	18	66,027	24,986	91,013
First mate/First engineer	AOV	64,494	24,408	88,902
Second mate/Second engineer	18	60,902	23,047	83,949
Second mate/Second engineer	AOV	59,661	22,574	82,235
Third mate/Third engineer	18	58,478	22,129	80,607
Third mate/Third engineer	AOV	57,172	21,635	78,807
Chief integrated	18	54,636	20,676	75,312

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
rating/Chief cook/Chief steward				
Chief integrated rating/Chief cook/Chief steward	AOV	53,442	20,224	73,666
Second cook	AOV	49,854	18,866	68,720
Integrated rating/Assistant steward/Catering attendant	18	49,673	18,795	68,468
Integrated rating/Assistant steward/Catering attendant	AOV	48,612	18,396	67,008

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

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	80,277	30,377	110,654
Master	AOV	78,335	29,641	107,976
Chief engineer	18	78,943	29,873	108,816
Chief engineer	AOV	77,039	29,154	106,193
First mate/First engineer	18	68,258	25,828	94,086
First mate/First engineer	AOV	66,664	25,227	91,891
Second mate/Second engineer	18	62,917	23,808	86,725
Second mate/Second engineer	AOV	61,479	23,265	84,744
Third mate/Third engineer	18	59,715	22,598	82,313
Third mate/Third engineer	AOV	58,375	22,090	80,465
Chief integrated rating/Chief cook/Chief steward	18	55,041	20,828	75,869
Chief integrated rating/Chief cook/Chief steward	AOV	53,834	20,371	74,205
Second cook	AOV	50,764	19,211	69,975

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Integrated rating/Assistant steward/Catering attendant	18	49,891	18,878	68,769
Integrated rating/Assistant steward/Catering attendant	AOV	48,819	18,474	67,293

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

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	90,977	34,426	125,403
Master	AOV	87,996	33,299	121,295
Chief engineer	18	89,431	33,841	123,272
Chief engineer	AOV	86,509	32,736	119,245
First mate/First engineer	18	76,260	28,857	105,117
First mate/First engineer	AOV	73,848	27,944	101,792
Second mate/Second engineer	18	70,835	26,805	97,640
Second mate/Second engineer	AOV	68,632	25,970	94,602
Third mate/Third engineer	18	66,188	25,046	91,234
Third mate/Third engineer	AOV	64,162	24,279	88,441
Chief integrated rating/Chief cook/Chief steward	18	59,352	22,457	81,809
Chief integrated rating/Chief cook/Chief steward	AOV	57,594	21,794	79,388
Second cook	AOV	53,866	20,382	74,248
Integrated rating/Assistant steward/Catering attendant	18	53,153	20,114	73,267
Integrated rating/Assistant steward/Catering attendant	AOV	51,156	19,359	70,515

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

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	94,525	35,768	130,293
Master	AOV	90,666	34,309	124,975
Chief engineer	18	92,905	35,154	128,059
Chief engineer	AOV	89,122	33,724	122,846
First mate/First engineer	18	78,322	29,637	107,959
First mate/First engineer	AOV	75,236	28,471	103,707
Second mate/Second engineer	18	72,650	27,491	100,141
Second mate/Second engineer	AOV	69,831	26,424	96,255
Third mate/Third engineer	18	68,599	25,959	94,558
Third mate/Third engineer	AOV	65,975	24,965	90,940
Chief integrated rating/Chief cook/Chief steward	18	61,303	23,198	84,501
Chief integrated rating/Chief cook/Chief steward	AOV	59,169	22,388	81,557
Second cook	AOV	55,310	20,929	76,239
Integrated rating/Assistant steward/Catering attendant	18	55,774	21,106	76,880
Integrated rating/Assistant steward/Catering attendant	AOV	53,766	20,344	74,110

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

Classification	Manning	Minimum salary	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	92,396	34,962	127,358
Master	AOV	91,267	34,534	125,801
Chief engineer	18	91,996	34,810	126,806
Chief engineer	AOV	89,713	33,948	123,661
First mate/First engineer	18	77,580	29,357	106,937
First mate/First engineer	AOV	75,714	28,651	104,365
Second mate/Second engineer	18	71,976	27,237	99,213
Second mate/Second engineer	AOV	70,272	26,590	96,862
Third mate/Third engineer	18	69,169	26,174	95,343
Third mate/Third engineer	AOV	67,550	25,562	93,112
Chief integrated rating/Chief cook/Chief steward	18	63,161	23,901	87,062
Chief integrated rating/Chief cook/Chief steward	AOV	61,715	23,353	85,068
Second cook	AOV	58,744	22,230	80,974
Integrated rating/Assistant steward/Catering attendant	18	57,692	21,831	79,523
Integrated rating/Assistant steward/Catering attendant	AOV	56,409	21,348	77,757

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

Classification	Minimum salary	Aggregate overtime component	Aggregate annual salary
	\$	\$	\$
Master	69,811	24,531	94,342
Chief engineer	68,553	24,086	92,639
First mate/First engineer	58,394	20,516	78,910
Second mate/Second engineer/ Electrical engineer	53,423	18,771	72,194
Third mate/Third engineer	51,234	18,002	69,236
Bosun/Chief steward/Chief cook/Chief integrated rating	48,957	17,106	66,063
Integrated rating/ AB/Greaser/Second cook	45,146	15,862	61,008

8. By deleting the year “2019” in clause 14.4(b) and inserting “2020”.
9. By deleting the amount “\$10.36” appearing in clause 16.2(a) and inserting “\$10.54”.
10. By deleting the amount “\$14.61” appearing in clause 16.3(a)(i) and inserting “\$14.86”.
11. By deleting the amount “\$5.12” appearing in clause 16.3(a)(ii) and inserting “\$5.21”.
12. By deleting the amount “\$18.60” appearing in clause 16.3(b)(i) and inserting “\$18.93”.
13. By deleting the amount “\$5.99” appearing in clause 16.3(b)(ii) and inserting “\$6.10”.
14. By deleting the amount “\$23.35” appearing in clause 16.3(d)(i) and inserting “\$23.76”.
15. By deleting the amount “\$7.12” appearing in clause 16.3(d)(ii) and inserting “\$7.24”.
16. By deleting the table appearing in clause 16.3(e)(i) and inserting the following:

	\$ per hour
Handling	19.57
Securing or lashing	6.23

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

	\$ per hour
Handling	14.86
Securing or lashing	5.21

18. By deleting the amount “\$23.35” appearing in clause 16.4(a) and inserting “\$23.76”.

19. By deleting the amount “\$16.23” appearing in clause 16.5 and inserting “\$16.52”.

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

Classification	Minimum weekly rate (full-time employee)
	\$
Master	1370.30
Chief engineer	1347.80
First mate/First engineer	1168.50
Second mate/Second engineer/Radio Officer/Electrical Engineer	1081.60
Third mate/Third engineer	1036.60
Chief integrated rating/Bosun/Chief cook/Chief steward/ Carpenter/ Fitter/ Repairer/Donkeyman/ Electrician	980.90
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	893.90
OS/Wiper/Deckboy/Catering Boy/2nd Cook/ Messroom Steward	753.90

21. By deleting the amount “\$1248.63” appearing in clause B.1.1 and inserting “\$1270.48”.

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	10.54	per day
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside	16.3(a)(i)	1.17	14.86	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	5.21	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	18.93	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	6.10	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	23.76	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	7.24	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	19.57	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	6.23	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(ii)	1.17	14.86	per hour
Cargo allowances— if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(ii)	0.41	5.21	per hour
Disturbance of sleep allowance	16.4(a)	1.87	23.76	per night or rest period

Allowance	Clause	% of standard rate	\$	Payable
Vessels wrecked or stranded allowance—special efforts	16.5	1.3	16.52	per hour

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 first full pay period that starts on or after 1 November 2020.

PRESIDENT