



# DRAFT DETERMINATION

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

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

**PORTS, HARBOURS AND ENCLOSED WATER VESSELS AWARD  
2020**  
[MA000052]

Port authorities

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

SYDNEY, XX 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] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Master	1209.30	31.82
Mate	1151.70	30.31
Engineer	1151.70	30.31
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman,	1089.90	28.68

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand		
Shipkeeper	999.10	26.29
Crane Driver (under 20 tonnes)	1017.00	26.76
Crane Driver (over 20 tonnes)	1119.70	29.47

2. By deleting the amounts “\$34.25” and “\$50.95” appearing in clause 16.2(b) and inserting “\$35.53” and “\$52.86” respectively.
3. By deleting the amounts “\$590.70” and “\$84.04” appearing in clause 16.2(c)(ii) and inserting “\$612.85” and “\$87.19” respectively.
4. By deleting the amounts “\$6.09” and “\$0.76” appearing in clause 16.2(d) and inserting “\$6.32” and “\$0.79” respectively.
5. By deleting the amount “\$0.74” appearing in clause 16.2(e)(i) and inserting “\$0.76”.
6. By deleting the amount “\$1.89” appearing in clause 16.2(e)(ii) and inserting “\$1.96”.
7. By deleting the amount “\$0.32” appearing in clause 16.2(f)(i) and inserting “\$0.33”.
8. By deleting the amount “\$0.74” appearing in clause 16.2(g) and inserting “\$0.76”.
9. By deleting the amount “\$1.16” appearing in clause 16.2(h) and inserting “\$1.20”.
10. By deleting the amount “\$17.86” appearing in clause 16.2(j) and inserting “\$18.53”.
11. By deleting the amounts “\$6.30” and “\$6.41” appearing in clause 16.2(k)(i) and inserting “\$6.54” and “\$6.65” respectively.
12. By deleting the amount “\$54.94” appearing in clause 16.2(k)(ii) and inserting “\$57.00”.
13. By deleting the amount “\$21.12” appearing in clause 16.2(k)(iii) and inserting “\$21.91”.
14. By deleting the amount “\$31.52” appearing in clause 16.2(k)(iv) and inserting “\$32.70”.
15. By deleting the amounts “\$173.44” and “\$4.41” appearing in clause 16.2(l)(i) and inserting “\$179.94” and “\$4.58” respectively.
16. By deleting the amount “\$3.05” appearing in clause 16.2(m)(i) and inserting “\$3.16”.
17. By deleting the amount “\$2.84” appearing in clause 16.2(m)(ii) and inserting “\$2.94”.

18. By deleting the amount “\$17.96” appearing in clause 16.2(n)(i) and inserting “\$18.64”.
19. By deleting the amount “\$5.78” appearing in clause 16.2(o) and inserting “\$5.99”.
20. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	31.82	47.73	63.64	79.55
Mate	30.31	45.47	60.62	75.78
Engineer	30.31	45.47	60.62	75.78
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	28.68	43.02	57.36	71.70
Shipkeeper	26.29	39.44	52.58	65.73
Crane Driver (under 20 tonnes)	26.76	40.14	53.52	66.90
Crane Driver (over 20 tonnes)	29.47	44.21	58.94	73.68

21. By deleting the table appearing in clause A.2.2 and inserting the following:

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	36.59	36.59	41.37	47.73	63.64	79.55
Mate	34.86	34.86	39.40	45.47	60.62	75.78
Engineer	34.86	34.86	39.40	45.47	60.62	75.78

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	32.98	32.98	37.28	43.02	57.36	71.70
Shipkeeper	30.23	30.23	34.18	39.44	52.58	65.73
Crane Driver (under 20 tonnes)	30.77	30.77	34.79	40.14	53.52	66.90
Crane Driver (over 20 tonnes)	33.89	33.89	38.31	44.21	58.94	73.68

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	39.78	55.69	71.60	87.51
Mate	37.89	53.04	68.20	83.35
Engineer	37.89	53.04	68.20	83.35
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	35.85	50.19	64.53	78.87
Shipkeeper	32.86	46.01	59.15	72.30
Crane Driver (under 20 tonnes)	33.45	46.83	60.21	73.59
Crane Driver (over 20 tonnes)	36.84	51.57	66.31	81.04

23. By deleting the table appearing in clause A.3.2 and inserting the following:

	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>					
	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	44.55	44.55	49.32	55.69	71.60	87.51
Mate	42.43	42.43	46.98	53.04	68.20	83.35
Engineer	42.43	42.43	46.98	53.04	68.20	83.35
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	40.15	40.15	44.45	50.19	64.53	78.87
Shipkeeper	36.81	36.81	40.75	46.01	59.15	72.30
Crane Driver (under 20 tonnes)	37.46	37.46	41.48	46.83	60.21	73.59
Crane Driver (over 20 tonnes)	41.26	41.26	45.68	51.57	66.31	81.04

24. By deleting the amount “\$1050.50” appearing in clause B.1.1 and inserting “\$1089.90”.

25. 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>
Charge hands allowance	16.2(b)	3.26	35.53	per week
Charge hands allowance—not directly supervised by foreman	16.2(b)	4.85	52.86	per week
Distant work—relieving employee—week of 7 days	16.2(c)(ii)	56.23	612.85	per week
Distant work—relieving employee—broken parts of a week	16.2(c)(ii)	8.0	87.19	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Dual capacity allowance—per day or part thereof	16.2(d)	0.58	6.32	per day or part thereof
Dual capacity allowance—per hour	16.2(d)	Daily allowance / 8	0.79	per hour
Dirty or offensive work allowance	16.2(e)(i)	0.07	0.76	per hour
Dirty work allowance—work alongside vessels in discharging alumina, petroleum, coke etc.	16.2(e)(ii)	0.18	1.96	per hour
Wet work allowance	16.2(f)(i)	0.03	0.33	per hour
Unloading and loading garbage allowance	16.2(g)	0.07	0.76	per hour
Bilge allowance	16.2(h)	0.11	1.20	per hour
Chipping hammers allowance	16.2(i)	0.01	0.11	per hour
First aid allowance	16.2(j)	1.7	18.53	per week
Loading and discharge of cargo and supplies—transporting passengers and cargo—week of 5 working days	16.2(k)(i)	0.6	6.54	per day
Loading and discharge of cargo and supplies—transporting passengers and cargo—working week in excess of 5 days—additional allowance	16.2(k)(i)	0.61	6.65	per day
Loading and discharge of cargo and supplies—transporting cargo only	16.2(k)(ii)	5.23	57.00	per trip
Loading and discharge of cargo and supplies—overnight cruises, one to 6 nights	16.2(k)(iii)	2.01	21.91	per trip
Loading and discharge of cargo and supplies—	16.2(k)(iv)	3.0	32.70	per trip

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
overnight cruises, over 6 nights				
Waiting orders—telephone installed at home	16.2(l)(i)	16.51	179.94	per annum
Waiting orders—off-duty employee	16.2(l)(i)	0.42	4.58	per call
Towing allowance—towing or carrying explosives <sup>1</sup>	16.2(m)(i)	0.29	3.16	per day or part thereof
Towing allowance—towing non self-propelled bunker barges <sup>1</sup>	16.2(m)(ii)	0.27	2.94	per day or part thereof
Special efforts allowance—ships stranded or wrecked or on fire	16.2(n)(i)	1.71	18.64	per hour
Loading for duties outside normal work	16.2(o)	0.55	5.99	per day

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