



# DRAFT DETERMINATION

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

**Annual Wage Review 2024–25**  
(C2025/1)

**MARINE TOWAGE AWARD 2020**  
[MA000050]

Port authorities

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

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum daily rate<sup>1</sup></b>
	\$	\$
Rating and General Purpose Rating	1046.50	149.50
<b>Category 1 (0–1850 tonnage/power units)</b>		
Mate	1189.10	169.87
Master and Engineer	1427.20	203.89



<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum daily rate<sup>1</sup></b>
	\$	\$
<b>Category 2 (1850 or more tonnage/power units)</b>		
Mate	1242.10	177.44
Master and Engineer	1504.50	214.93

2. By deleting the table appearing in clause 14.2(b)(i) and inserting the following:

<b>Employee classification</b>	<b>Minimum daily rate</b>
	\$
<b>Free Running Voyage and Delivery Voyage</b>	
General Purpose Rating	587.17
Mate (Casual or Tug Mate)	700.66
Mate (Permanent Tug Master) and Engineer	856.51
Master and Chief Engineer	908.36
<b>Contract Towage</b>	
General Purpose Rating	786.34
Mate (Casual or Tug Mate)	899.96
Mate (Permanent Tug Master) and Engineer	1055.50
Master and Chief Engineer	1102.67
<b>Emergency Towage Operations</b>	
General Purpose Rating	985.46
Mate (Casual or Tug Mate)	1099.47
Mate (Permanent Tug Master) and Engineer	1255.95
Master and Chief Engineer	1313.75

3. By deleting the amount “\$24.87” appearing in clause 17.4(a)(ii) and inserting “\$25.74”.
4. By deleting the amount “\$19.82” appearing in clause 17.4(b) and inserting “\$20.51”.



5. By deleting the table appearing in clause 17.4(c)(ii) and inserting the following:

<b>Category</b>	<b>\$ per hour</b>
General Purpose Rating	69.28
<b>Category 1 (0–1850 tonnage/power units)</b>	
Mate	86.34
Master and Engineer	109.99
<b>Category 2 (1850 or more tonnage/power units)</b>	
Mate	79.53
Master and Engineer	114.70

6. By deleting the table appearing in clause 17.5(a)(i) and inserting the following:

<b>Classification</b>	<b>\$ per day</b>
Engineer, Mate and General Purpose Rating	61.85
Master and Chief Engineer	122.34

7. By deleting the amount “42.16” appearing in clause 17.5(b) and inserting “43.64”.
8. By deleting the amount “126.49” appearing in clause 17.5(c) and inserting “130.92”.
9. By deleting the table appearing in clause A.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holidays (ordinary hours)</b>	<b>Extended hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Rating and General Purpose Rating	29.90	44.85	59.80
<b>Category 1 (0–1850 tonnage/power units)</b>			
Mate	33.97	50.96	67.94
Master and Engineer	40.78	61.17	81.56
<b>Category 2 (1850 or more tonnage/power units)</b>			
Mate	35.49	53.24	70.98
Master and Engineer	42.99	64.49	85.98



10. By deleting the table appearing in clause A.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 holidays – all day</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>
Rating and General Purpose Rating	44.85	59.80	59.80	74.75
<b>Category 1 (0–1850 tonnage/power units)</b>				
Mate	50.96	67.94	67.94	84.93
Master and Engineer	61.17	81.56	81.56	101.95
<b>Category 2 (1850 or more tonnage/power units)</b>				
Mate	53.24	70.98	70.98	88.73
Master and Engineer	64.49	85.98	85.98	107.48

11. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holidays (ordinary hours)</b>	<b>Extended hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Rating and General Purpose Rating	37.38	52.33	67.28
<b>Category 1 (0–1850 tonnage/power units)</b>			
Mate	42.46	59.45	76.43
Master and Engineer	50.98	71.37	91.76
<b>Category 2 (1850 or more tonnage/power units)</b>			
Mate	44.36	62.11	79.85
Master and Engineer	53.74	75.23	96.73

12. By deleting the amount “\$1011.10” appearing in clause B.1.1 and inserting “\$1046.50”.



13. 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>
Nominated voyages allowance	17.4(a)(ii)	2.46	25.74	per hour
Cyclone (shipkeeping) allowance	17.4(b)	1.96	20.51	per hour
Emergency maintenance allowance—general Purpose Rating	17.4(c)(ii)	6.62	69.28	per hour
Emergency maintenance allowance—category 1—Mate	17.4(c)(ii)	8.25	86.34	per hour
Emergency maintenance allowance—category 1—Master and Engineer	17.4(c)(ii)	10.51	109.99	per hour
Emergency maintenance allowance—category 2—Mate	17.4(c)(ii)	7.6	79.53	per hour
Emergency maintenance allowance—category 2—Master and Engineer	17.4(c)(ii)	10.96	114.70	per hour
Multiple tow allowance—Engineer, Mate and General Purpose Rating	17.5(a)(i)	5.91	61.85	per day
Multiple tow allowance—Master and Chief Engineer	17.5(a)(i)	11.69	122.34	per day
Cooking allowance—Rating and General Purpose Rating acting as Cook	17.5(b)	4.17	43.64	per week
Additional skills allowance—Rating and General Purpose Rating holding qualifications as a Crane Driver, Able Seaman or Offshore Watch-keeper	17.5(c)	12.51	130.92	per week

- B. This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT