



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

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

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] FWC FB 3500], the above award is varied as follows:

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Master	1251.60	32.94
Mate	1192.00	31.37
Engineer	1192.00	31.37
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman,	1128.00	29.68

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand		
Shipkeeper	1034.10	27.21
Crane Driver (under 20 tonnes)	1052.60	27.70
Crane Driver (over 20 tonnes)	1158.90	30.50

2. By deleting the amounts “\$35.53” and “\$52.86” appearing in clause 16.2(b) and inserting “\$36.77” and “\$54.71” respectively.
3. By deleting the amounts “\$612.85” and “\$87.19” appearing in clause 16.2(c)(ii) and inserting “\$634.27” and “\$90.24” respectively.
4. By deleting the amounts “\$6.32” and “\$0.79” appearing in clause 16.2(d) and inserting “\$6.54” and “\$0.82” respectively.
5. By deleting the amount “\$0.76” appearing in clause 16.2(e)(i) and inserting “\$0.79”.
6. By deleting the amount “\$1.96” appearing in clause 16.2(e)(ii) and inserting “\$2.03”.
7. By deleting the amount “\$0.33” appearing in clause 16.2(f)(i) and inserting “\$0.34”.
8. By deleting the amount “\$0.76” appearing in clause 16.2(g) and inserting “\$0.79”.
9. By deleting the amount “\$1.20” appearing in clause 16.2(h) and inserting “\$1.24”.
10. By deleting the amount “\$18.53” appearing in clause 16.2(j) and inserting “\$19.18”.
11. By deleting the amounts “\$6.54” and “\$6.65” appearing in clause 16.2(k)(i) and inserting “\$6.77” and “\$6.88” respectively.
12. By deleting the amount “\$57.00” appearing in clause 16.2(k)(ii) and inserting “\$58.99”.
13. By deleting the amount “\$21.91” appearing in clause 16.2(k)(iii) and inserting “\$22.67”.
14. By deleting the amount “\$32.70” appearing in clause 16.2(k)(iv) and inserting “\$33.84”.
15. By deleting the amounts “\$179.94” and “\$4.58” appearing in clause 16.2(l)(i) and inserting “\$186.23” and “\$4.74” respectively.
16. By deleting the amount “\$3.16” appearing in clause 16.2(m)(i) and inserting “\$3.27”.
17. By deleting the amount “\$2.94” appearing in clause 16.2(m)(ii) and inserting “\$3.05”.

18. By deleting the amount “\$18.64” appearing in clause 16.2(n)(i) and inserting “\$19.29”.
19. By deleting the amount “\$5.99” appearing in clause 16.2(o) and inserting “\$6.20”.
20. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Master	32.94	49.41	65.88	82.35
Mate	31.37	47.06	62.74	78.43
Engineer	31.37	47.06	62.74	78.43
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	29.68	44.52	59.36	74.20
Shipkeeper	27.21	40.82	54.42	68.03
Crane Driver (under 20 tonnes)	27.70	41.55	55.40	69.25
Crane Driver (over 20 tonnes)	30.50	45.75	61.00	76.25

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

	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹					
	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Master	37.88	37.88	42.82	49.41	65.88	82.35
Mate	36.08	36.08	40.78	47.06	62.74	78.43
Engineer	36.08	36.08	40.78	47.06	62.74	78.43

	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹					
	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	34.13	34.13	38.58	44.52	59.36	74.20
Shipkeeper	31.29	31.29	35.37	40.82	54.42	68.03
Crane Driver (under 20 tonnes)	31.86	31.86	36.01	41.55	55.40	69.25
Crane Driver (over 20 tonnes)	35.08	35.08	39.65	45.75	61.00	76.25

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	125%	175%	225%	275%
	\$	\$	\$	\$
Master	41.18	57.65	74.12	90.59
Mate	39.21	54.90	70.58	86.27
Engineer	39.21	54.90	70.58	86.27
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	37.10	51.94	66.78	81.62
Shipkeeper	34.01	47.62	61.22	74.83
Crane Driver (under 20 tonnes)	34.63	48.48	62.33	76.18
Crane Driver (over 20 tonnes)	38.13	53.38	68.63	83.88

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

	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹					
	140%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Master	46.12	46.12	51.06	57.65	74.12	90.59
Mate	43.92	43.92	48.62	54.90	70.58	86.27
Engineer	43.92	43.92	48.62	54.90	70.58	86.27
General Purpose Hand, Deckhand, Greaser, Passenger Attendant, Turnstile Attendant, Boating Attendant, Host, Fireman, Trimmer, Linesman, Cook, Sailor, Able Seaman, Leading Hand	41.55	41.55	46.00	51.94	66.78	81.62
Shipkeeper	38.09	38.09	42.18	47.62	61.22	74.83
Crane Driver (under 20 tonnes)	38.78	38.78	42.94	48.48	62.33	76.18
Crane Driver (over 20 tonnes)	42.70	42.70	47.28	53.38	68.63	83.88

24. By deleting the amount “\$1089.90” appearing in clause B.1.1 and inserting “\$1128.00”.

25. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Charge hands allowance	16.2(b)	3.26	36.77	per week
Charge hands allowance—not directly supervised by foreman	16.2(b)	4.85	54.71	per week
Distant work—relieving employee—week of 7 days	16.2(c)(ii)	56.23	634.27	per week
Distant work—relieving employee—broken parts of a week	16.2(c)(ii)	8.0	90.24	per day

Allowance	Clause	% of standard rate	\$	Payable
Dual capacity allowance—per day or part thereof	16.2(d)	0.58	6.54	per day or part thereof
Dual capacity allowance—per hour	16.2(d)	Daily allowance / 8	0.82	per hour
Dirty or offensive work allowance	16.2(e)(i)	0.07	0.79	per hour
Dirty work allowance—work alongside vessels in discharging alumina, petroleum, coke etc.	16.2(e)(ii)	0.18	2.03	per hour
Wet work allowance	16.2(f)(i)	0.03	0.34	per hour
Unloading and loading garbage allowance	16.2(g)	0.07	0.79	per hour
Bilge allowance	16.2(h)	0.11	1.24	per hour
Chipping hammers allowance	16.2(i)	0.01	0.11	per hour
First aid allowance	16.2(j)	1.7	19.18	per week
Loading and discharge of cargo and supplies—transporting passengers and cargo—week of 5 working days	16.2(k)(i)	0.6	6.77	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	6.88	per day
Loading and discharge of cargo and supplies—transporting cargo only	16.2(k)(ii)	5.23	58.99	per trip
Loading and discharge of cargo and supplies—overnight cruises, one to 6 nights	16.2(k)(iii)	2.01	22.67	per trip

Allowance	Clause	% of standard rate	\$	Payable
Loading and discharge of cargo and supplies—overnight cruises, over 6 nights	16.2(k)(iv)	3.0	33.84	per trip
Waiting orders—telephone installed at home	16.2(l)(i)	16.51	186.23	per annum
Waiting orders—off-duty employee	16.2(l)(i)	0.42	4.74	per call
Towing allowance—towing or carrying explosives ¹	16.2(m)(i)	0.29	3.27	per day or part thereof
Towing allowance—towing non self-propelled bunker barges ¹	16.2(m)(ii)	0.27	3.05	per day or part thereof
Special efforts allowance—ships stranded or wrecked or on fire	16.2(n)(i)	1.71	19.29	per hour
Loading for duties outside normal work	16.2(o)	0.55	6.20	per day

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