



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

DREDGING INDUSTRY AWARD 2020
[MA000085]

Dredging industry

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 15.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Chief engineer	1216.70	32.02
Chief operator	1216.70	32.02
First engineer	1192.30	31.38
First operator	1192.30	31.38
Drilling technician	1159.80	30.52
Engineer	1136.80	29.92
Mechanical attendant	1136.80	29.92
Crane operator/mechanical	1126.50	29.64
Electrician	1123.20	29.56

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Leading driller	1115.40	29.35
Second engineer	1090.60	28.70
Second operator	1090.60	28.70
Leading hand (reclamation)	1090.60	28.70
Driller	1061.40	27.93
Third engineer	1042.20	27.43
Dredgehand	1025.50	26.99
Greaser	1025.50	26.99
Assistant driller	1025.50	26.99
Crew attendant	1025.50	26.99

2. By deleting the table appearing in clause 15.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Trailer master	1293.50	34.04
Chief engineer	1293.50	34.04
Trailer shift master	1257.50	33.09
Tug master W.H. Reliance or equivalent	1257.50	33.09
First engineer	1257.50	33.09
Electrical engineer Humber River or equivalent	1257.50	33.09
Trailer mate	1156.20	30.43
Tug master, tug engineer	1156.20	30.43
Second engineer, electrical engineer	1156.20	30.43
Pump operator, welder, deckhand/welder, dredgehand/welder	1156.20	30.43
Bosun/driller	1156.20	30.43
Launch driver	1120.40	29.48
Assistant pump operator	1098.20	28.90
Driller, deckhand/driller	1098.20	28.90

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Bosun	1098.20	28.90
Chief cook	1098.20	28.90
Deckhand, assistant driller	1071.40	28.19
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	1071.40	28.19
Crew attendant	1071.40	28.19
Second cook	1071.40	28.19

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Day workers		Shiftworkers	
	Weekly aggregated rate (full-time employee)	Hourly aggregated rate	Weekly aggregated rate (full-time employee)	Hourly aggregated rate
	\$	\$	\$	\$
Trailer master	2898.00	34.50	2862.30	36.70
Chief engineer	2898.00	34.50	2862.30	36.70
Trailer shift master	2819.30	33.56	2784.60	35.70
Tug master W.H. Reliance or equivalent	2819.30	33.56	2784.60	35.70
First engineer	2819.30	33.56	2784.60	35.70
Electrical engineer Humber River or equivalent	2819.30	33.56	2784.60	35.70
Trailer mate	2597.80	30.93	2565.80	32.89
Tug master, tug engineer	2597.80	30.93	2565.80	32.89
Second engineer, electrical engineer	2597.80	30.93	2565.80	32.89
Pump operator, welder, deckhand/welder, dredgehand/welder	2597.80	30.93	2565.80	32.89
Bosun/driller	2597.80	30.93	2565.80	32.89

Classification	Day workers		Shiftworkers	
	Weekly aggregated rate (full-time employee)	Hourly aggregated rate	Weekly aggregated rate (full-time employee)	Hourly aggregated rate
	\$	\$	\$	\$
Launch driver	2519.50	29.99	2488.50	31.90
Assistant pump operator	2470.90	29.42	2440.60	31.29
Driller, deckhand/driller	2470.90	29.42	2440.60	31.29
Bosun	2470.90	29.42	2440.60	31.29
Chief cook	2470.90	29.42	2440.60	31.29
Deckhand, assistant driller	2412.30	28.72	2382.70	30.55
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	2412.30	28.72	2382.70	30.55
Crew attendant	2412.30	28.72	2382.70	30.55
Second cook	2412.30	28.72	2382.70	30.55

4. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.
5. By deleting the amount “\$37.58” appearing in clause 17.2(b)(i) and inserting “\$38.89”.
6. By deleting the amount “\$79.92” appearing in clause 17.2(b)(ii) and inserting “\$82.71”.
7. By deleting the amount “\$1.66” appearing in clause 17.2(c) and inserting “\$1.71”.
8. By deleting the amount “\$31.88” appearing in clause 17.2(d) and inserting “\$33.00”.
9. By deleting the table appearing in clause 17.2(e)(ii) and inserting the following:

	\$ per week
Remote areas	314.56
Less remote areas	209.24
Major ports	138.64

10. By deleting the table appearing in clause 17.2(e)(iii) and inserting the following:

	\$ per week
Remote areas	175.92
Less remote areas	70.39

11. By deleting the amount “\$37.58” appearing in clause 17.2(f)(i) and inserting “\$38.89”.
12. By deleting the amount “\$37.58” appearing in clause 17.2(g)(i) and inserting “\$38.89”.
13. By deleting the amount “\$74.43” appearing in clause 17.2(h)(i) and inserting “\$77.03”.
14. By deleting the amount “\$53.11” appearing in clause 17.2(h)(ii) and inserting “\$54.96”.
15. By deleting the amount “\$146.69” appearing in clause 17.2(j)(i) and inserting “\$151.82”.
16. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Chief engineer	32.02	41.63	36.82	80.05
Chief operator	32.02	41.63	36.82	80.05
First engineer	31.38	40.79	36.09	78.45
First operator	31.38	40.79	36.09	78.45
Drilling technician	30.52	39.68	35.10	76.30
Engineer	29.92	38.90	34.41	74.80
Mechanical attendant	29.92	38.90	34.41	74.80
Crane operator/mechanical	29.64	38.53	34.09	74.10
Electrician	29.56	38.43	33.99	73.90
Leading driller	29.35	38.16	33.75	73.38
Second engineer	28.70	37.31	33.01	71.75
Second operator	28.70	37.31	33.01	71.75
Leading hand (reclamation)	28.70	37.31	33.01	71.75
Driller	27.93	36.31	32.12	69.83

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Third engineer	27.43	35.66	31.54	68.58
Dredgehand	26.99	35.09	31.04	67.48
Greaser	26.99	35.09	31.04	67.48
Assistant driller	26.99	35.09	31.04	67.48
Crew attendant	26.99	35.09	31.04	67.48

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

	Monday to Sunday	Public holidays
	% ordinary hourly rate¹	
	200%	250%
	\$	\$
Chief engineer	64.04	80.05
Chief operator	64.04	80.05
First engineer	62.76	78.45
First operator	62.76	78.45
Drilling technician	61.04	76.30
Engineer	59.84	74.80
Mechanical attendant	59.84	74.80
Crane operator/mechanical	59.28	74.10
Electrician	59.12	73.90
Leading driller	58.70	73.38
Second engineer	57.40	71.75
Second operator	57.40	71.75
Leading hand (reclamation)	57.40	71.75
Driller	55.86	69.83
Third engineer	54.86	68.58

	Monday to Sunday	Public holidays
	% ordinary hourly rate¹	
	200%	250%
	\$	\$
Dredgehand	53.98	67.48
Greaser	53.98	67.48
Assistant driller	53.98	67.48
Crew attendant	53.98	67.48

18. By deleting the table appearing in clause A.2.3 and inserting the following:

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Trailer master	34.04	44.25	39.15	85.10
Chief engineer	34.04	44.25	39.15	85.10
Trailer shift master	33.09	43.02	38.05	82.73
Tug master W.H. Reliance or equivalent	33.09	43.02	38.05	82.73
First engineer	33.09	43.02	38.05	82.73
Electrical engineer Humber River or equivalent	33.09	43.02	38.05	82.73
Trailer mate	30.43	39.56	34.99	76.08
Tug master, tug engineer	30.43	39.56	34.99	76.08
Second engineer, electrical engineer	30.43	39.56	34.99	76.08
Pump operator, welder, deckhand/welder, dredgehand/welder	30.43	39.56	34.99	76.08
Bosun/driller	30.43	39.56	34.99	76.08
Launch driver	29.48	38.32	33.90	73.70
Assistant pump operator	28.90	37.57	33.24	72.25
Driller, deckhand/driller	28.90	37.57	33.24	72.25

	Ordinary hours	Night shift¹	Afternoon or night shift²	Public holidays
	% ordinary hourly rate³			
		130%	115%	250%
	\$	\$	\$	\$
Bosun	28.90	37.57	33.24	72.25
Chief cook	28.90	37.57	33.24	72.25
Deckhand, assistant driller	28.19	36.65	32.42	70.48
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	28.19	36.65	32.42	70.48
Crew attendant	28.19	36.65	32.42	70.48
Second cook	28.19	36.65	32.42	70.48

19. By deleting the table appearing in clause A.2.4 and inserting the following:

	Monday to Sunday	Public holidays
	% ordinary hourly rate¹	
	200%	250%
	\$	\$
Trailer master	68.08	85.10
Chief engineer	68.08	85.10
Trailer shift master	66.18	82.73
Tug master W.H. Reliance or equivalent	66.18	82.73
First engineer	66.18	82.73
Electrical engineer Humber River or equivalent	66.18	82.73
Trailer mate	60.86	76.08
Tug master, tug engineer	60.86	76.08
Second engineer, electrical engineer	60.86	76.08
Pump operator, welder, deckhand/welder, dredgehand/welder	60.86	76.08
Bosun/driller	60.86	76.08
Launch driver	58.96	73.70

	Monday to Sunday	Public holidays
	% ordinary hourly rate ¹	
	200%	250%
	\$	\$
Assistant pump operator	57.80	72.25
Driller, deckhand/driller	57.80	72.25
Bosun	57.80	72.25
Chief cook	57.80	72.25
Deckhand, assistant driller	56.38	70.48
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	56.38	70.48
Crew attendant	56.38	70.48
Second cook	56.38	70.48

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

	Ordinary hours
	125% ordinary hourly rate
	\$
Chief engineer	40.03
Chief operator	40.03
First engineer	39.23
First operator	39.23
Drilling technician	38.15
Engineer	37.40
Mechanical attendant	37.40
Crane operator/mechanical	37.05
Electrician	36.95
Leading driller	36.69
Second engineer	35.88
Second operator	35.88
Leading hand (reclamation)	35.88
Driller	34.91
Third engineer	34.29

	Ordinary hours
	125% ordinary hourly rate
	\$
Dredgehand	33.74
Greaser	33.74
Assistant driller	33.74
Crew attendant	33.74

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

	Ordinary hours
	125% ordinary hourly rate
	\$
Trailer master	42.55
Chief engineer	42.55
Trailer shift master	41.36
Tug master W.H. Reliance or equivalent	41.36
First engineer	41.36
Electrical engineer Humber River or equivalent	41.36
Trailer mate	38.04
Tug master, tug engineer	38.04
Second engineer, electrical engineer	38.04
Pump operator, welder, deckhand/welder, dredgehand/welder	38.04
Bosun/driller	38.04
Launch driver	36.85
Assistant pump operator	36.13
Driller, deckhand/driller	36.13
Bosun	36.13
Chief cook	36.13
Deckhand, assistant driller	35.24
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	35.24
Crew attendant	35.24
Second cook	35.24

22. By deleting the table appearing in clause A.3.3 and inserting the following:

	Ordinary hours
	125% aggregated hourly rate
	\$
Trailer master	43.13
Chief engineer	43.13
Trailer shift master	41.95
Tug master W.H. Reliance or equivalent	41.95
First engineer	41.95
Electrical engineer Humber River or equivalent	41.95
Trailer mate	38.66
Tug master, tug engineer	38.66
Second engineer, electrical engineer	38.66
Pump operator, welder, deckhand/welder, dredgehand/welder	38.66
Bosun/driller	38.66
Launch driver	37.49
Assistant pump operator	36.78
Driller, deckhand/driller	36.78
Bosun	36.78
Chief cook	36.78
Deckhand, assistant driller	35.90
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	35.90
Crew attendant	35.90
Second cook	35.90

23. By deleting the table appearing in clause A.3.4 and inserting the following:

	Ordinary hours
	125% aggregated hourly rate
	\$
Trailer master	45.88
Chief engineer	45.88

	Ordinary hours
	125% aggregated hourly rate
	\$
Trailer shift master	44.63
Tug master W.H. Reliance or equivalent	44.63
First engineer	44.63
Electrical engineer Humber River or equivalent	44.63
Trailer mate	41.11
Tug master, tug engineer	41.11
Second engineer, electrical engineer	41.11
Pump operator, welder, deckhand/welder, dredgehand/welder	41.11
Bosun/driller	41.11
Launch driver	39.88
Assistant pump operator	39.11
Driller, deckhand/driller	39.11
Bosun	39.11
Chief cook	39.11
Deckhand, assistant driller	38.19
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	38.19
Crew attendant	38.19
Second cook	38.19

24. By deleting the amount “\$1035.20” appearing in clause B.1.1 and inserting “\$1071.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
Dual certificate allowance—vessel—not fully operational ¹	17.2(b)(i)	3.63	38.89	per week
Dual certificate allowance—fully operational vessel ¹	17.2(b)(ii)	7.72	82.71	per week
Confined areas allowance ¹	17.2(c)	0.16	1.71	per hour
Hard-lying allowance ¹	17.2(d)	3.08	33.00	per week

Allowance	Clause	% of standard rate	\$	Payable
Shipkeeping allowance—when vessel is not fully operational—Remote areas	17.2(e)(ii)	29.36	314.56	per week
Shipkeeping allowance—when vessel is not fully operational—Less remote areas	17.2(e)(ii)	19.53	209.24	per week
Shipkeeping allowance—when vessel is not fully operational—Major ports	17.2(e)(ii)	12.94	138.64	per week
Shipkeeping allowance—when vessel is fully operational—Remote areas	17.2(e)(iii)	16.42	175.92	per week
Shipkeeping allowance—when vessel is fully operational—Less remote areas	17.2(e)(iii)	6.57	70.39	per week
Radar observer's allowance	17.2(f)(i)	3.63	38.89	per week
Firefighting certificate allowance	17.2(g)(i)	3.63	38.89	per week
Additional allowance—chief cook who orders stores and issues linen	17.2(h)(i)	7.19	77.03	per week
Additional allowance—second cook performing cleaning duties outside galley and storerooms	17.2(h)(ii)	5.13	54.96	per week
Vessels proceeding from port to port allowance	17.2(j)(i)	14.17	151.82	per day or part thereof

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