



# DRAFT DETERMINATION

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

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

### MARITIME OFFSHORE OIL AND GAS AWARD 2020 [MA000086]

Maritime 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 13.1(a) and inserting the following:

Classification	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
	\$	\$	\$
Master	87,622	65,538	153,160
Facility Master	87,622	65,538	153,160
Chief Engineer	91,876	68,728	160,604
Chief Officer	73,390	54,864	128,254
Second Officer	70,262	52,518	122,780
First Engineer	79,165	59,195	138,360
Second Engineer	76,036	56,848	132,884

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Electrical Engineer	76,036	56,848	132,884
Deck/Communication Officer	70,262	52,518	122,780
Chief Integrated Rating	71,351	53,335	124,686
Integrated Rating	67,795	50,667	118,462
Chief Caterer	71,351	53,335	124,686
Chief Cook	71,351	53,335	124,686
Cook	67,795	50,667	118,462
Chief Steward	71,351	53,335	124,686
Caterer	67,795	50,667	118,462

2. By deleting the table appearing in clause 13.1(b) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
<b>Division 1—64 metres or less</b>			
Master	83,921	53,008	136,929
First Mate	75,763	47,559	123,322
Second Mate	69,085	43,100	112,185
Chief Engineer	82,439	52,018	134,457
First Engineer	75,763	47,559	123,322
Second Engineer	69,085	43,100	112,185
Integrated Rating	58,701	36,165	94,866
<b>Division 2—more than 64 metres</b>			
Master	89,115	56,477	145,592
First Mate	80,382	50,644	131,026
Second Mate	73,241	45,876	119,117
Chief Engineer	87,526	55,417	142,943

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
First Engineer	80,382	50,644	131,026
Second Engineer	73,241	45,876	119,117
Integrated Rating	62,131	38,456	100,587

3. By deleting the table appearing in clause 13.1(c) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Master	78,730	49,541	128,271
Chief Engineer	77,348	48,618	125,966
First Mate/First Engineer	71,140	44,471	115,611
Second Mate/Second Engineer	64,935	40,328	105,263
Integrated Rating	58,701	36,165	94,866

4. By deleting the table appearing in clause 13.1(d) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Master	76,507	48,056	124,563
Chief Engineer	75,166	47,161	122,327
First Mate/First Engineer	69,160	43,149	112,309
Integrated Rating	58,701	36,165	94,866

5. By deleting the table appearing in clause 13.1(e) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Semi-submersible</b>			
Master	83,921	53,008	136,929
First Mate	75,763	47,559	123,322
Second Mate	69,085	43,100	112,185
Radio Officer	69,085	43,100	112,185
Chief Engineer	82,439	52,018	134,457
First Engineer	75,763	47,559	123,322
Second Engineer	69,085	43,100	112,185
Marine Electrician	69,085	43,100	112,185
Bosun/Chief Integrated Rating	65,381	40,625	106,006
Bosun's Mate	63,156	39,139	102,295
Integrated Rating	61,669	38,147	99,816
Provisional IR—under 18 years	36,930	21,559	58,489
Provisional IR—over 18 years	48,124	28,584	76,708
Chief Cook	65,381	40,625	106,006
Second Cook	61,669	38,147	99,816
Chief Caterer	65,381	40,625	106,006
Caterer	61,669	38,147	99,816
<b>Drill ships</b>			
Master	88,371	55,980	144,351
First Mate	79,727	50,207	129,934
Second Mate	72,645	45,477	118,122
Radio Officer	72,645	45,477	118,122
Chief Engineer	86,798	54,930	141,728
First Engineer	79,727	50,207	129,934
Second Engineer	72,645	45,477	118,122
Marine Electrician	72,645	45,477	118,122
Bosun/Chief Integrated Rating	68,718	42,854	111,572

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Bosun's Mate	66,357	41,277	107,634
Integrated Rating	64,783	40,226	105,009
Provisional IR—under 18 years	36,930	21,559	58,489
Provisional IR—over 18 years	48,124	28,584	76,708
Chief Cook	68,718	42,854	111,572
Second Cook	64,783	40,226	105,009
Chief Caterer	68,718	42,854	111,572
Caterer	64,783	40,226	105,009

6. By deleting the table appearing in clause 13.1(f) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Master	83,921	53,008	136,929
First Mate/First Engineer	82,439	52,018	134,457
Second Mate/Second Engineer	75,763	47,559	123,322
Integrated Ratings	69,085	43,100	112,185
Chief Cook/Chief Caterer	63,894	39,633	103,527
Caterer Cook	58,701	36,165	94,866
Provisional IR—under 18 years	36,313	21,143	57,456
Provisional IR—over 18 years	48,124	28,517	76,641

7. By deleting the table appearing in clause 13.1(g) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
Master	83,921	53,008	136,929
Mate	75,763	47,559	123,322
Integrated Rating	58,701	36,165	94,866

8. By deleting the table appearing in clause 13.1(h) and inserting the following:

<b>Classification</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
	\$	\$	\$
<b>Mary Anne tide or equivalent</b>			
Master	78,730	49,541	128,271
Mate	71,140	44,471	115,611
Chief Engineer	77,348	48,618	125,966
Deckhand/Integrated Rating	58,701	36,165	94,866
<b>Utility vessels including landing barges</b>			
Master	75,166	46,896	122,062
Mate	66,900	41,975	108,875
Chief Engineer	73,666	45,384	119,050
Deckhand/Integrated Rating	58,701	36,165	94,866
<b>Mooring assistant/utility vessels</b>			
Master	71,534	44,735	116,269
Chief Engineer	70,104	43,584	113,688
Mate	63,666	39,224	102,890
Deckhand/Integrated Rating	58,701	36,165	94,866

9. By deleting the year “2024” in clause 13.3(b) and inserting “2025”.
10. By deleting the amount “\$32.07” appearing in clause 15.2(a) and inserting “\$33.19”.

11. By deleting the amount “\$45.70” appearing in clause 15.3(a) and inserting “\$47.30”.
12. By deleting the amount “\$60.75” appearing in clause 15.3(b) and inserting “\$62.88”.
13. By deleting the amounts “\$57.15” and “\$91.51” appearing in clause 15.3(c) and inserting “\$59.15” and “\$94.71” respectively.
14. By deleting the amount “\$5.45” appearing in clause 15.4(a) and inserting “\$5.64”.
15. By deleting the amount “\$1090.69” appearing in clause A.1.1 and inserting “\$1128.87”.
16. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Vessels wrecked or stranded	15.2(a)	2.94	33.19	per hour
Allowances specific to vessels other than floating production facilities—Shared accommodation	15.3(a)	4.19	47.30	per day
Allowances specific to vessels other than floating production facilities—Vessels temporarily engaged in carriage and handling of cargo	15.3(b)	5.57	62.88	per day
Allowances specific to vessels other than floating production facilities—Hard-lying 2 berth cabin	15.3(c)	5.24	59.15	per day
Allowances specific to vessels other than floating production facilities—Hard-lying 4 berth cabin	15.3(c)	8.39	94.71	per day
Allowance specific to floating production facilities—Communication	15.4(a)	0.5	5.64	per completed fortnight

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