



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## MARINE TOURISM AND CHARTER VESSELS AWARD 2020

[MA000093]

Marine tourism and charter vessels

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(a) and inserting the following:

Employee classification	Minimum daily rate	Minimum hourly rate
	\$	\$
Crew Level 1	197.89	26.04
Crew Level 2	209.61	27.58
Crew Level 3	218.94	28.81
Divemaster/Dive instructor	218.94	28.81
Coxswain	236.49	31.12
Master V	300.66	39.56
Master IV	337.20	44.37

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Casual hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	924.40	24.33	30.41
Crew Level 2	1012.30	26.64	33.30
Coxswain	1101.40	28.98	36.23
Engineer MED III	1106.20	29.11	36.39
Master V	1106.20	29.11	36.39
Engineer MED II	1126.40	29.64	37.05
Master IV	1126.40	29.64	37.05
Engineer MED I	1238.40	32.59	40.74

3. By deleting the year “2024” in clause 15.6(b) and inserting “2025”.

4. By deleting the table appearing in clause 17.2(a) and inserting the following:

<b>Certificate</b>	<b>\$ per day</b>
MED II	37.22
MED III	18.61

5. By deleting the amount “\$17.98” appearing in clause 17.2(b) and inserting “\$18.61”.

6. By deleting the table appearing in clause A.1.1 and inserting the following:

		<b>Overtime</b>	
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	26.04	39.06	52.08
Crew Level 2	27.58	41.37	55.16
Crew Level 3	28.81	43.22	57.62
Divemaster/Dive instructor	28.81	43.22	57.62
Coxswain	31.12	46.68	62.24

		<b>Overtime</b>	
	<b>Ordinary hours<sup>1</sup></b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master V	39.56	59.34	79.12
Master IV	44.37	66.56	88.74

7. By deleting the table appearing in clause A.1.2 and inserting the following:

		<b>Public holidays</b>		<b>Overtime</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>	<b>First 2 hours</b>	<b>After 2 hours</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>200%</b>	<b>300%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	24.33	48.66	72.99	36.50	48.66
Crew Level 2	26.64	53.28	79.92	39.96	53.28
Coxswain	28.98	57.96	86.94	43.47	57.96
Engineer MED III	29.11	58.22	87.33	43.67	58.22
Master V	29.11	58.22	87.33	43.67	58.22
Engineer MED II	29.64	59.28	88.92	44.46	59.28
Master IV	29.64	59.28	88.92	44.46	59.28
Engineer MED I	32.59	65.18	97.77	48.89	65.18

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

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Crew Level 1	32.55
Crew Level 2	34.48
Crew Level 3	36.01

	<b>Ordinary hours<sup>1</sup></b>
	<b>% of minimum hourly rate</b>
	<b>125%</b>
	<b>\$</b>
Divemaster/Dive instructor	36.01
Coxswain	38.90
Master V	49.45
Master IV	55.46

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

		<b>Public holidays</b>	
	<b>Ordinary hours</b>	<b>Other than Christmas Day</b>	<b>Christmas Day</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>200%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Level 1	30.41	48.66	72.99
Crew Level 2	33.30	53.28	79.92
Coxswain	36.23	57.96	86.94
Engineer MED III	36.39	58.22	87.33
Master V	36.39	58.22	87.33
Engineer MED II	37.05	59.28	88.92
Master IV	37.05	59.28	88.92
Engineer MED I	40.74	65.18	97.77

10. By deleting the amount “\$228.49” appearing in clause B.1.1 and inserting “\$236.49”.

11. 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>
Holder of MED II certificate	17.2(a)	15.74	37.22	per day
Holder of MED III certificate	17.2(a)	7.87	18.61	per day
Outer reef work—master’s allowance	17.2(b)	7.87	18.61	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