



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

PROFESSIONAL DIVING INDUSTRY (INDUSTRIAL) AWARD 2020 [MA000108]

Diving services

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:

1. By deleting the table appearing in clause 27.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Diving Supervisor	1730.30	45.53
Hyperbaric Welder	1342.70	35.33
Diver	1283.50	33.78
Diver’s Attendant	1055.40	27.77

2. By deleting the amounts “\$5.33” and “\$1.61” appearing in clause 29.2(a) and inserting “\$5.52” and “\$1.67” respectively.
3. By deleting the amount “\$80.73” appearing in clause 29.2(b) and inserting “\$83.56”.

4. By deleting the amount “\$6.08” appearing in clause 29.2(c)(ii) and inserting “\$6.29”.
5. By deleting the amount “\$4.09” appearing in clause 29.2(c)(iii) and inserting “\$4.24”.
6. By deleting the table appearing in clause 32.1(a) and inserting the following:

Employee classification	Full-time employees		
	Minimum weekly rate (full-time employee)	Aggregate weekly factor (percentage of minimum weekly rate)	Total weekly rate (minimum weekly rate plus aggregate weekly factor)
	\$	%	\$
Diving Superintendent	1410.60	117	3061.00
Diving Supervisor	1318.30	116	2847.53
Supervisor (ADS Operations)	1318.30	116	2847.53
Hyperbaric Welder	1272.30	116	2748.17
Life Support Technician	1206.30	114	2581.48
Senior Operator (OMB Operations)	1206.30	114	2581.48
Systems Maintenance Technician	1129.40	113	2405.62
Diver	1061.70	111	2240.19
Operator (ADS Operations)	1061.70	111	2240.19
Diver’s Attendant	928.30	108	1930.86

7. By deleting the amount “\$82.06” appearing in clause 34.2(a)(i) and inserting “\$84.94”.
8. By deleting the amount “\$97.35” appearing in clause 34.2(a)(ii) and inserting “\$100.76”.
9. By deleting the amounts “\$4.82”, “\$1.44”, “\$72.00” and “\$360.00” appearing in clause 34.2(b)(i) and inserting “\$4.99”, “\$1.49”, “\$74.50” and “\$372.50” respectively.
10. By deleting the amounts “\$2.36”, “\$0.72” and “\$180.00” appearing in clause 34.2(b)(ii) and inserting “\$2.44”, “\$0.74” and “\$185.00” respectively.

11. By deleting the amount “\$72.22” appearing in clause 34.2(c) and inserting “\$74.74”.
12. By deleting the amount “\$5.95” appearing in clause 34.2(d)(ii) and inserting “\$6.16”.
13. By deleting the amount “\$4.00” appearing in clause 34.2(d)(iii) and inserting “\$4.14”.
14. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Diving Supervisor	45.53	113.83
Hyperbaric Welder	35.33	88.33
Diver	33.78	84.45
Diver’s Attendant	27.77	69.43

15. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday– first 2 hours	Monday to Saturday– after 2 hours	Sunday–all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Diving Supervisor	68.30	91.06	91.06	113.83
Hyperbaric Welder	53.00	70.66	70.66	88.33
Diver	50.67	67.56	67.56	84.45
Diver’s Attendant	41.66	55.54	55.54	69.43

16. By deleting the table appearing in clause B.2.2 and inserting the following:

	Ordinary hours	Public holiday
	% of casual hourly rate	
	100%	250%
	\$	\$
Diving Supervisor	56.91	142.28
Hyperbaric Welder	44.16	110.40
Diver	42.23	105.58
Diver's Attendant	34.71	86.78

17. By deleting the table appearing in clause B.3.1 and inserting the following:

	Total hourly rate	Total monthly rate¹
	\$	\$
Diving Superintendent	80.55	13,315.35
Diving Supervisor	74.94	12,386.76
Supervisor (ADS Operations)	74.94	12,386.76
Hyperbaric Welder	72.32	11,954.54
Life Support Technician	67.93	11,229.44
Senior Operator (OMB Operations)	67.93	11,229.44
Systems Maintenance Technician	63.31	10,464.45
Diver	58.95	9744.83
Operator (ADS Operations)	58.95	9744.83
Diver's Attendant	50.81	8399.24

18. By deleting the table appearing in clause B.4.1 and inserting the following:

	Casual ordinary rate
	\$
Diving Superintendent	46.40
Diving Supervisor	43.36
Supervisor (ADS Operations)	43.36
Hyperbaric Welder	41.85
Life Support Technician	39.68

	Casual ordinary rate
	\$
Senior Operator (OMB Operations)	39.68
Systems Maintenance Technician	37.15
Diver	34.93
Operator (ADS Operations)	34.93
Diver's Attendant	30.54

19. By deleting the amount “\$1240.10” appearing in clause C.1.1 and inserting “\$1283.50”.
20. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Diving allowance—Per metre; OR	29.2(a)	0.43	5.52	per metre
Diving allowance—Per foot of water or equivalent pressure	29.2(a)	0.13	1.67	per foot of water or equivalent pressure
Non-destructive testing allowance	29.2(b)	6.51	83.56	per day
Hyperbaric welding allowance	29.2(c)(ii)	0.49	6.29	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	29.2(c)(iii)	0.33	4.24	per linear millimetre

21. By deleting the amount “\$1025.80” appearing in clause C.3.1 and inserting “\$1061.70”.
22. By deleting the table appearing in clause C.3.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance—Full-time/part-time employees	34.2(a)(i)	8.0	84.94	per on-duty day
Disability allowance—Casual employees	34.2(a)(ii)	9.49	100.76	per on-duty day

Allowance	Clause	% of standard rate	\$	Payable
Diving allowance—other than ADS Operations— Per metre; OR	34.2(b)(i)	0.47	4.99	per metre
Diving allowance—other than ADS Operations— Per foot or equivalent pressure	34.2(b)(i)	0.14	1.49	per foot or equivalent pressure
Diving allowance—other than ADS Operations— Minimum payment—50 x Diving allowance per foot; OR	34.2(b)(i)		74.50	per 12 hour period
Diving allowance—other than ADS Operations— Minimum payment using saturation techniques— 250 x Diving allowance per foot	34.2(b)(i)		372.50	per 12 hour period
Diving allowance—ADS Operations—Per metre; OR	34.2(b)(ii)	0.23	2.44	per metre
Diving allowance—ADS Operations—Per foot	34.2(b)(ii)	0.07	0.74	per foot
Diving allowance—ADS Operations—Minimum payment—250 x Diving allowance per foot	34.2(b)(ii)		185.00	per 12 hour period
Non-destructive testing allowance	34.2(c)	7.04	74.74	per day

Allowance	Clause	% of standard rate	\$	Payable
Hyperbaric welding allowance	34.2(d)(ii)	0.58	6.16	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	34.2(d)(iii))	0.39	4.14	per linear millimetre

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