



# DRAFT DETERMINATION

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

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

**SEAGOING INDUSTRY AWARD 2020**  
[MA000122]

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 14.1(a) and inserting the following:

Classification	Manning	Minimum salary (full-time employee)	Aggregate overtime component	Aggregate annual salary
		\$	\$	\$
Master	18	91,607	34,667	126,274
Master	AOV	89,416	33,835	123,251
Chief engineer	18	90,102	34,096	124,198
Chief engineer	AOV	87,956	33,282	121,238
First mate/First engineer	18	78,076	29,546	107,622
First mate/First engineer	AOV	76,284	28,867	105,151

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	72,226	27,333	99,559
Second mate/Second engineer/Electro-technical officer	AOV	70,608	26,720	97,328
Third mate/Third engineer/Electrician	18	69,222	26,194	95,416
Third mate/Third engineer/Electrician	AOV	67,690	25,615	93,305
Chief integrated rating/Chief cook/Chief steward	18	65,466	24,773	90,239
Chief integrated rating/Chief cook/Chief steward	AOV	64,041	24,231	88,272
Second cook	AOV	59,813	22,634	82,447
Integrated rating/Assistant steward/Catering attendant	18	59,620	22,561	82,181
Integrated rating/Assistant steward/Catering attendant	AOV	58,354	22,079	80,433*

2. By deleting the table appearing in clause 14.1(b) and inserting the following:

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	94,425	35,731	130,156
Master	AOV	92,152	34,869	127,021
Chief engineer	18	92,863	35,141	128,004
Chief engineer	AOV	90,638	34,298	124,936
First mate/First engineer	18	80,386	30,420	110,806
First mate/First engineer	AOV	78,520	29,717	108,237

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	74,148	28,060	102,208
Second mate/Second engineer/Electro-technical officer	AOV	72,637	27,483	100,120
Third mate/Third engineer/Electrician	18	71,196	26,941	98,137
Third mate/Third engineer/Electrician	AOV	69,607	26,341	95,948
Chief integrated rating/Chief cook/Chief steward	18	66,518	25,173	91,691
Chief integrated rating/Chief cook/Chief steward	AOV	65,065	24,624	89,689
Second cook	AOV	60,697	22,970	83,667
Integrated rating/Assistant steward/Catering attendant	18	60,476	22,883	83,359
Integrated rating/Assistant steward/Catering attendant	AOV	59,184	22,396	81,580

3. By deleting the table appearing in clause 14.1(c) and inserting the following:

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	97,736	36,984	134,720
Master	AOV	95,371	36,087	131,458
Chief engineer	18	96,112	36,371	132,483
Chief engineer	AOV	93,793	35,495	129,288
First mate/First engineer	18	83,102	31,445	114,547
First mate/First engineer	AOV	81,163	30,714	111,877

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	76,601	28,986	105,587
Second mate/Second engineer/Electro-technical officer	AOV	74,850	28,325	103,175
Third mate/Third engineer/Electrician	18	72,703	27,512	100,215
Third mate/Third engineer/Electrician	AOV	71,070	26,894	97,964
Chief integrated rating/Chief cook/Chief steward	18	67,011	25,359	92,370
Chief integrated rating/Chief cook/Chief steward	AOV	65,542	24,801	90,343
Second cook	AOV	61,805	23,389	85,194
Integrated rating/Assistant steward/Catering attendant	18	60,741	22,984	83,725
Integrated rating/Assistant steward/Catering attendant	AOV	59,437	22,492	81,929

4. By deleting the table appearing in clause 14.1(d) and inserting the following:

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	110,764	41,913	152,677
Master	AOV	107,134	40,541	147,675
Chief engineer	18	108,881	41,201	150,082
Chief engineer	AOV	105,324	39,855	145,179
First mate/First engineer	18	92,846	35,133	127,979
First mate/First engineer	AOV	89,909	34,023	123,932

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	86,241	32,635	118,876
Second mate/Second engineer/Electro-technical officer	AOV	83,559	31,617	115,176
Third mate/Third engineer/Electrician	18	80,583	30,493	111,076
Third mate/Third engineer/Electrician	AOV	78,116	29,560	107,676
Chief integrated rating/Chief cook/Chief steward	18	72,260	27,341	99,601
Chief integrated rating/Chief cook/Chief steward	AOV	70,121	26,535	96,656
Second cook	AOV	65,582	24,816	90,398
Integrated rating/Assistant steward/Catering attendant	18	64,713	24,488	89,201
Integrated rating/Assistant steward/Catering attendant	AOV	62,282	23,569	85,851

5. By deleting the table appearing in clause 14.1(e) and inserting the following:

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	115,083	43,547	158,630
Master	AOV	110,385	41,772	152,157
Chief engineer	18	113,110	42,800	155,910
Chief engineer	AOV	108,504	41,058	149,562
First mate/First engineer	18	95,356	36,082	131,438
First mate/First engineer	AOV	91,599	34,663	126,262

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	88,450	33,470	121,920
Second mate/Second engineer/Electro-technical officer	AOV	85,019	32,172	117,191
Third mate/Third engineer/Electrician	18	83,518	31,605	115,123
Third mate/Third engineer/Electrician	AOV	80,323	30,394	110,717
Chief integrated rating/Chief cook/Chief steward	18	74,635	28,243	102,878
Chief integrated rating/Chief cook/Chief steward	AOV	72,038	27,258	99,296
Second cook	AOV	67,340	25,481	92,821
Integrated rating/Assistant steward/Catering attendant	18	67,903	25,696	93,599
Integrated rating/Assistant steward/Catering attendant	AOV	65,460	24,769	90,229

6. By deleting the table appearing in clause 14.1(f) and inserting the following:

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Master	18	112,490	42,564	155,054
Master	AOV	111,116	42,044	153,160
Chief engineer	18	112,004	42,380	154,384
Chief engineer	AOV	109,225	41,332	150,557
First mate/First engineer	18	94,454	35,742	130,196
First mate/First engineer	AOV	92,181	34,882	127,063

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
Second mate/Second engineer/Electro-technical officer	18	87,629	33,160	120,789
Second mate/Second engineer/Electro-technical officer	AOV	85,555	32,374	117,929
Third mate/Third engineer/Electrician	18	84,212	31,867	116,079
Third mate/Third engineer/Electrician	AOV	82,241	31,121	113,362
Chief integrated rating/Chief cook/Chief steward	18	76,897	29,099	105,996
Chief integrated rating/Chief cook/Chief steward	AOV	75,138	28,432	103,570
Second cook	AOV	71,522	27,064	98,586
Integrated rating/Assistant steward/Catering attendant	18	70,239	26,579	96,818
Integrated rating/Assistant steward/Catering attendant	AOV	68,677	25,992	94,669

7. By deleting the table appearing in clause 14.1(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	84,994	29,866	114,860
Chief engineer	83,462	29,325	112,787
First mate/First engineer	71,094	24,978	96,072
Second mate/Second engineer/Electrical engineer/Electro-technical officer	65,041	22,853	87,894

<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>
Third mate/Third engineer/Electrician	62,377	21,917	84,294
Bosun/Chief steward/Chief cook/Chief integrated rating	59,605	20,827	80,432
Integrated rating/AB/Greaser/Second cook	54,966	19,312	74,278

8. By deleting the year “2024” in clause 14.4(b) and inserting “2025”.
9. By deleting the amount “\$12.40” appearing in clause 16.2(a) and inserting “\$12.84”.
10. By deleting the amount “\$17.49” appearing in clause 16.3(a)(i) and inserting “\$18.10”.
11. By deleting the amount “\$6.13” appearing in clause 16.3(a)(ii) and inserting “\$6.34”.
12. By deleting the amount “\$22.27” appearing in clause 16.3(b)(i) and inserting “\$23.05”.
13. By deleting the amount “\$7.17” appearing in clause 16.3(b)(ii) and inserting “\$7.42”.
14. By deleting the amount “\$27.95” appearing in clause 16.3(d)(i) and inserting “\$28.92”.
15. By deleting the amount “\$8.52” appearing in clause 16.3(d)(ii) and inserting “\$8.82”.
16. By deleting the table appearing in clause 16.3(e)(i) and inserting the following:

	<b>\$ per hour</b>
Handling	23.82
Securing or lashing	7.58

17. By deleting the table appearing in clause 16.3(e)(ii) and inserting the following:

	<b>\$ per hour</b>
Handling	18.10
Securing or lashing	6.34

18. By deleting the amount “\$27.95” appearing in clause 16.4(a) and inserting “\$28.92”.

19. By deleting the amount “\$19.43” appearing in clause 16.5 and inserting “\$20.11”.
20. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>
	<b>\$</b>
Master	1668.40
Chief engineer	1640.90
First mate/First engineer	1422.60
Second mate/Second engineer/Radio Officer/Electrical Engineer	1316.80
Third mate/Third engineer	1262.10
Chief integrated rating/Bosun/Chief cook/Chief steward/Carpenter/Fitter/Repairer/Donkeyman/Electrician	1194.20
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	1088.20
OS/Wiper/Deckboy/Catering Boy/2nd Cook/Messroom Steward (after 6 months of employment)	948.00
OS/Wiper/Deckboy/Catering Boy/2nd Cook/Messroom Steward (first 6 months of employment)	922.70

21. By deleting the amount “\$1494.48” appearing in clause B.1.1 and inserting “\$1546.79”.
22. 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>
Tanker allowance	16.2(a)	0.83	12.84	per day
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside the employee’s watch on duty if watches are being kept—handling	16.3(a)(i)	1.17	18.10	per hour
Cargo allowances—between 7.00am and 5.00pm, unless the work is done outside the employee’s watch on duty if watches are being kept—securing or lashing	16.3(a)(ii)	0.41	6.34	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Cargo allowances—at any other time, or if the work is done outside the employee's watch on duty, if watches are being kept, or on Saturdays, Sundays or public holidays—handling	16.3(b)(i)	1.49	23.05	per hour
Cargo allowances—at any other time, or if the work is done outside the employee's watch on duty, if watches are being kept, or on Saturdays, Sundays or public holidays—securing or lashing	16.3(b)(ii)	0.48	7.42	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	28.92	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—securing or lashing	16.3(d)(ii)	0.57	8.82	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met and if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(i)	1.54	23.82	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met and if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(i)	0.49	7.58	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—handling	16.3(e)(ii)	1.17	18.10	per hour
Cargo allowances—if the cargo is mail, passengers' luggage or passengers' motor cars—securing or lashing	16.3(e)(ii)	0.41	6.34	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Disturbance of sleep allowance	16.4(a)	1.87	28.92	per night or rest period
Vessels wrecked or stranded allowance— special efforts	16.5	1.3	20.11	per hour

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