



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**SEAGOING INDUSTRY AWARD 2020**  
[MA000122]

Maritime industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1(a) 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>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	18	77,123	29,186	106,309
Master	AOV	75,278	28,486	103,764
Chief engineer	18	75,857	28,706	104,563
Chief engineer	AOV	74,050	28,021	102,071
First mate/First engineer	18	65,732	24,875	90,607
First mate/First engineer	AOV	64,223	24,303	88,526
Second mate/Second	18	60,808	23,011	83,819

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	59,445	22,495	81,940
Third mate/Third engineer/Electrician	18	58,278	22,053	80,331
Third mate/Third engineer/Electrician	AOV	56,988	21,565	78,553
Chief integrated rating/Chief cook/Chief steward	18	55,116	20,857	75,973
Chief integrated rating/Chief cook/Chief steward	AOV	53,916	20,401	74,317
Second cook	AOV	50,356	19,056	69,412
Integrated rating/Assistant steward/Catering attendant	18	50,194	18,994	69,188
Integrated rating/Assistant steward/Catering attendant	AOV	49,128	18,588	67,716*

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	79,496	30,082	109,578
Master	AOV	77,583	29,356	106,939
Chief engineer	18	78,182	29,586	107,768
Chief engineer	AOV	76,308	28,875	105,183
First mate/First engineer	18	67,678	25,611	93,289
First mate/First engineer	AOV	66,106	25,018	91,124
Second mate/Second	18	62,425	23,623	86,048

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	61,153	23,138	84,291
Third mate/Third engineer/Electrician	18	59,940	22,682	82,622
Third mate/Third engineer/Electrician	AOV	58,601	22,176	80,777
Chief integrated rating/Chief cook/Chief steward	18	56,002	21,193	77,195
Chief integrated rating/Chief cook/Chief steward	AOV	54,778	20,730	75,508
Second cook	AOV	51,100	19,338	70,438
Integrated rating/Assistant steward/Catering attendant	18	50,915	19,265	70,180
Integrated rating/Assistant steward/Catering attendant	AOV	49,827	18,856	68,683

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	82,284	31,136	113,420
Master	AOV	80,293	30,382	110,675
Chief engineer	18	80,917	30,620	111,537
Chief engineer	AOV	78,965	29,883	108,848
First mate/First engineer	18	69,964	26,474	96,438
First mate/First engineer	AOV	68,331	25,858	94,189
Second mate/Second	18	64,490	24,403	88,893

<b>Classification</b>	<b>Manning</b>	<b>Minimum salary (full-time employee)</b>	<b>Aggregate overtime component</b>	<b>Aggregate annual salary</b>
		\$	\$	\$
engineer/Electro-technical officer				
Second mate/Second engineer/Electro-technical officer	AOV	63,016	23,847	86,863
Third mate/Third engineer/Electrician	18	61,208	23,163	84,371
Third mate/Third engineer/Electrician	AOV	59,834	22,642	82,476
Chief integrated rating/Chief cook/Chief steward	18	56,417	21,349	77,766
Chief integrated rating/Chief cook/Chief steward	AOV	55,180	20,880	76,060
Second cook	AOV	52,033	19,691	71,724
Integrated rating/Assistant steward/Catering attendant	18	51,138	19,350	70,488
Integrated rating/Assistant steward/Catering attendant	AOV	50,039	18,936	68,975

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>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	18	93,251	35,287	128,538
Master	AOV	90,196	34,131	124,327
Chief engineer	18	91,667	34,687	126,354
Chief engineer	AOV	88,672	33,554	122,226
First mate/First engineer	18	78,167	29,578	107,745
First mate/First engineer	AOV	75,694	28,643	104,337
Second mate/Second engineer/Electro-technical officer	18	72,606	27,475	100,081
Second mate/Second engineer/Electro-technical officer	AOV	70,348	26,619	96,967
Third mate/Third engineer/Electrician	18	67,843	25,672	93,515
Third mate/Third engineer/Electrician	AOV	65,766	24,886	90,652
Chief integrated rating/Chief cook/Chief steward	18	60,836	23,018	83,854
Chief integrated rating/Chief cook/Chief steward	AOV	59,034	22,339	81,373
Second cook	AOV	55,213	20,892	76,105
Integrated rating/Assistant steward/Catering attendant	18	54,482	20,617	75,099
Integrated rating/Assistant steward/Catering attendant	AOV	52,435	19,843	72,278

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>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	18	96,888	36,662	133,550
Master	AOV	92,933	35,167	128,100
Chief engineer	18	95,228	36,033	131,261
Chief engineer	AOV	91,350	34,567	125,917
First mate/First engineer	18	80,280	30,378	110,658
First mate/First engineer	AOV	77,117	29,183	106,300
Second mate/Second engineer/Electro-technical officer	18	74,466	28,178	102,644
Second mate/Second engineer/Electro-technical officer	AOV	71,577	27,085	98,662
Third mate/Third engineer/Electrician	18	70,314	26,608	96,922
Third mate/Third engineer/Electrician	AOV	67,624	25,589	93,213
Chief integrated rating/Chief cook/Chief steward	18	62,836	23,778	86,614
Chief integrated rating/Chief cook/Chief steward	AOV	60,648	22,948	83,596
Second cook	AOV	56,693	21,452	78,145
Integrated rating/Assistant steward/Catering attendant	18	57,168	21,634	78,802
Integrated rating/Assistant steward/Catering attendant	AOV	55,110	20,853	75,963

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>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	18	94,706	35,836	130,542
Master	AOV	93,549	35,397	128,946
Chief engineer	18	94,296	35,680	129,976
Chief engineer	AOV	91,956	34,797	126,753
First mate/First engineer	18	79,520	30,091	109,611
First mate/First engineer	AOV	77,607	29,367	106,974
Second mate/Second engineer/Electro-technical officer	18	73,775	27,918	101,693
Second mate/Second engineer/Electro-technical officer	AOV	72,029	27,255	99,284
Third mate/Third engineer/Electrician	18	70,898	26,828	97,726
Third mate/Third engineer/Electrician	AOV	69,239	26,201	95,440
Chief integrated rating/Chief cook/Chief steward	18	64,740	24,499	89,239
Chief integrated rating/Chief cook/Chief steward	AOV	63,258	23,937	87,195
Second cook	AOV	60,213	22,786	82,999
Integrated rating/Assistant steward/Catering attendant	18	59,134	22,377	81,511
Integrated rating/Assistant steward/Catering attendant	AOV	57,819	21,882	79,701

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>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Master	71,556	25,144	96,700
Chief engineer	70,267	24,688	94,955
First mate/First engineer	59,854	21,029	80,883
Second mate/Second engineer/Electrical engineer/Electro-technical officer	54,759	19,240	73,999
Third mate/Third engineer/Electrician	52,515	18,452	70,967
Bosun/Chief steward/Chief cook/Chief integrated rating	50,181	17,534	67,715
Integrated rating/AB/Greaser/Second cook	46,275	16,259	62,534

8. By deleting the words “1 November 2020” in clause 14.4(b) and inserting “1 July 2021”.
9. By deleting the amount “\$10.54” appearing in clause 16.2(a) and inserting “\$10.81”.
10. By deleting the amount “\$14.86” appearing in clause 16.3(a)(i) and inserting “\$15.24”.
11. By deleting the amount “\$5.21” appearing in clause 16.3(a)(ii) and inserting “\$5.34”.
12. By deleting the amount “\$18.93” appearing in clause 16.3(b)(i) and inserting “\$19.40”.
13. By deleting the amount “\$6.10” appearing in clause 16.3(b)(ii) and inserting “\$6.25”.
14. By deleting the amount “\$23.76” appearing in clause 16.3(d)(i) and inserting “\$24.35”.
15. By deleting the amount “\$7.24” appearing in clause 16.3(d)(ii) and inserting “\$7.42”.



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

	<b>\$ per hour</b>
Handling	20.05
Securing or lashing	6.38

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

	<b>\$ per hour</b>
Handling	15.24
Securing or lashing	5.34

18. By deleting the amount “\$23.76” appearing in clause 16.4(a) and inserting “\$24.35”.

19. By deleting the amount “\$16.52” appearing in clause 16.5 and inserting “\$16.93”.

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	1404.60
Chief engineer	1381.50
First mate/First engineer	1197.70
Second mate/Second engineer/Radio Officer/Electrical Engineer	1108.60
Third mate/Third engineer	1062.50
Chief integrated rating/Bosun/Chief cook/Chief steward/ Carpenter/ Fitter/ Repairer/Donkeyman/ Electrician	1005.40
Integrated rating/Able seaman/Fireman/Motorman/Pumpman/Oiler greaser/Steward	916.20
OS/Wiper/Deckboy/Catering Boy/2nd Cook/ Messroom Steward	772.70

21. By deleting the amount “\$1270.48” appearing in clause B.1.1 and inserting “\$1302.23”.

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	10.81	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	15.24	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	5.34	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—handling	16.3(b)(i)	1.49	19.40	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	6.25	per hour
Cargo allowances—between 11.00pm and 7.00am if certain prescribed conditions are met—handling	16.3(d)(i)	1.87	24.35	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	7.42	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	20.05	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	6.38	per hour
Cargo allowances—if the cargo is mail, passengers’ luggage or passengers’ motor cars—handling	16.3(e)(ii)	1.17	15.24	per hour
Cargo allowances—if the cargo is mail, passengers’ luggage or passengers’ motor cars—securing or lashing	16.3(e)(ii)	0.41	5.34	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	24.35	per night or rest period
Vessels wrecked or stranded allowance—special efforts	16.5	1.3	16.93	per hour

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 2021.

PRESIDENT