



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**PROFESSIONAL DIVING INDUSTRY (INDUSTRIAL) AWARD 2020**  
[MA000108]

Diving services

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

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	1523.80	40.10
Hyperbaric Welder	1182.40	31.12
Diver	1130.30	29.74
Diver's Attendant	929.40	24.46

2. By deleting the amounts "\$4.65" and "\$1.40" appearing in clause 29.2(a) and inserting "\$4.86" and "\$1.47" respectively.
3. By deleting the amount "\$70.35" appearing in clause 29.2(b) and inserting "\$73.58".

4. By deleting the amount "\$5.29" appearing in clause 29.2(c)(ii) and inserting "\$5.54".
5. By deleting the amount "\$3.57" appearing in clause 29.2(c)(iii) and inserting "\$3.73".
6. By deleting the table appearing in clause 32.1(a) and inserting the following:

<b>Employee classification</b>	<b>Full-time employees</b>		
	<b>Minimum weekly rate (full-time employee)</b>	<b>Aggregate weekly factor (percentage of minimum weekly rate)</b>	<b>Total weekly rate (minimum weekly rate plus aggregate weekly factor)</b>
	<b>\$</b>	<b>%</b>	<b>\$</b>
Diving Superintendent	1242.20	117	2695.57
Diving Supervisor	1160.90	116	2507.54
Supervisor (ADS Operations)	1160.90	116	2507.54
Hyperbaric Welder	1120.50	116	2420.28
Life Support Technician	1062.30	114	2273.32
Senior Operator (OMB Operations)	1062.30	114	2273.32
Systems Maintenance Technician	994.60	113	2118.50
Diver	934.90	111	1972.64
Operator (ADS Operations)	934.90	111	1972.64
Diver's Attendant	817.50	108	1700.40

7. By deleting the amount "\$71.50" appearing in clause 34.2(a)(i) and inserting "\$74.79".
8. By deleting the amount "\$84.82" appearing in clause 34.2(a)(ii) and inserting "\$88.72".
9. By deleting the amounts "\$4.20", "\$1.25", "\$62.50" and "\$312.50" appearing in clause 34.2(b)(i) and inserting "\$4.39", "\$1.31", "\$65.50" and "\$327.50" respectively.
10. By deleting the amounts "\$2.06", "\$0.63" and "\$157.50" appearing in clause 34.2(b)(ii) and inserting "\$2.15", "\$0.65" and "\$162.50" respectively.
11. By deleting the amount "\$62.92" appearing in clause 34.2(c) and inserting "\$65.82".

- 12. By deleting the amount "\$5.18" appearing in clause 34.2(d)(ii) and inserting "\$5.42".
- 13. By deleting the amount "\$3.49" appearing in clause 34.2(d)(iii) and inserting "\$3.65".
- 14. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	40.10	100.25
Hyperbaric Welder	31.12	77.80
Diver	29.74	74.35
Diver's Attendant	24.46	61.15

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

	<b>Monday to Saturday– first 2 hours</b>	<b>Monday to Saturday– after 2 hours</b>	<b>Sunday–all day</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Diving Supervisor	60.15	80.20	80.20	100.25
Hyperbaric Welder	46.68	62.24	62.24	77.80
Diver	44.61	59.48	59.48	74.35
Diver's Attendant	36.69	48.92	48.92	61.15

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of casual hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Diving Supervisor	50.13	125.33
Hyperbaric Welder	38.90	97.25

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of casual hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Diver	37.18	92.95
Diver's Attendant	30.58	76.45

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

	<b>Total hourly rate</b>	<b>Total monthly rate<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
Diving Superintendent	70.94	11,725.73
Diving Supervisor	65.99	10,907.80
Supervisor (ADS Operations)	65.99	10,907.80
Hyperbaric Welder	63.69	10,528.22
Life Support Technician	59.82	9888.94
Senior Operator (OMB Operations)	59.82	9888.94
Systems Maintenance Technician	55.75	9215.48
Diver	51.91	8580.98
Operator (ADS Operations)	51.91	8580.98
Diver's Attendant	44.75	7396.74

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

	<b>Casual ordinary rate</b>
	<b>\$</b>
Diving Superintendent	40.86
Diving Supervisor	38.19
Supervisor (ADS Operations)	38.19
Hyperbaric Welder	36.86
Life Support Technician	34.95
Senior Operator (OMB Operations)	34.95
Systems Maintenance Technician	32.71
Diver	30.75
Operator (ADS Operations)	30.75
Diver’s Attendant	26.89

19. By deleting the amount “\$1080.60” appearing in clause C.1.1 and inserting “\$1130.30”.

20. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Diving allowance—Per metre; OR	29.2(a)	0.43	4.86	per metre
Diving allowance—Per foot of water or equivalent pressure	29.2(a)	0.13	1.47	per foot of water or equivalent pressure
Non-destructive testing allowance	29.2(b)	6.51	73.58	per day
Hyperbaric welding allowance	29.2(c)(ii)	0.49	5.54	per linear millimetre
Hyperbaric welding allowance—weld which requires repair	29.2(c)(iii)	0.33	3.73	per linear millimetre

21. By deleting the amount “\$893.80” appearing in clause C.3.1 and inserting “\$934.90”.

22. By deleting the table appearing in clause C.3.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Disability allowance— Full-time/part-time employees	34.2(a)(i)	8.0	74.79	per on-duty day
Disability allowance— Casual employees	34.2(a)(ii)	9.49	88.72	per on-duty day
Diving allowance—other than ADS Operations— Per metre; OR	34.2(b)(i)	0.47	4.39	per metre
Diving allowance—other than ADS Operations— Per foot or equivalent pressure	34.2(b)(i)	0.14	1.31	per foot or equivalent pressure
Diving allowance—other than ADS Operations— Minimum payment—50 x Diving allowance per foot; OR	34.2(b)(i)		65.50	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)		327.50	per 12 hour period
Diving allowance—ADS Operations—Per metre; OR	34.2(b)(ii)	0.23	2.15	per metre
Diving allowance—ADS Operations—Per foot	34.2(b)(ii)	0.07	0.65	per foot
Diving allowance—ADS Operations—Minimum payment—250 x Diving allowance per foot	34.2(b)(ii)		162.50	per 12 hour period
Non-destructive testing allowance	34.2(c)	7.04	65.82	per day
Hyperbaric welding allowance	34.2(d)(ii)	0.58	5.42	per linear millimetre

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Hyperbaric welding allowance—weld which requires repair	34.2(d)(iii )	0.39	3.65	per linear millimetre

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT