



# DRAFT DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**DREDGING INDUSTRY AWARD 2020**  
[MA000085]

Dredging industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Chief engineer	1133.10	29.82
Chief operator	1133.10	29.82
First engineer	1110.40	29.22
First operator	1110.40	29.22
Drilling technician	1080.10	28.42
Engineer	1058.70	27.86
Mechanical attendant	1058.70	27.86
Crane operator/mechanical	1049.10	27.61
Electrician	1046.00	27.53

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Leading driller	1038.70	27.33
Second engineer	1015.60	26.73
Second operator	1015.60	26.73
Leading hand (reclamation)	1015.60	26.73
Driller	988.40	26.01
Third engineer	970.60	25.54
Dredgehand	955.00	25.13
Greaser	955.00	25.13
Assistant driller	955.00	25.13
Crew attendant	955.00	25.13

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Trailer master	1204.60	31.70
Chief engineer	1204.60	31.70
Trailer shift master	1171.10	30.82
Tug master W.H. Reliance or equivalent	1171.10	30.82
First engineer	1171.10	30.82
Electrical engineer Humber River or equivalent	1171.10	30.82
Trailer mate	1076.70	28.33
Tug master, tug engineer	1076.70	28.33
Second engineer, electrical engineer	1076.70	28.33
Pump operator, welder, deckhand/welder, dredgehand/welder	1076.70	28.33
Bosun/driller	1076.70	28.33
Launch driver	1043.40	27.46
Assistant pump operator	1022.70	26.91
Driller, deckhand/driller	1022.70	26.91

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Bosun	1022.70	26.91
Chief cook	1022.70	26.91
Deckhand, assistant driller	997.80	26.26
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	997.80	26.26
Crew attendant	997.80	26.26
Second cook	997.80	26.26

3. By deleting the table appearing in clause 15.3 and inserting the following:

<b>Classification</b>	<b>Day workers</b>		<b>Shiftworkers</b>	
	<b>Weekly aggregated rate (full-time employee)</b>	<b>Hourly aggregated rate</b>	<b>Weekly aggregated rate (full-time employee)</b>	<b>Hourly aggregated rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trailer master	2698.80	32.13	2665.60	34.17
Chief engineer	2698.80	32.13	2665.60	34.17
Trailer shift master	2625.60	31.26	2593.30	33.25
Tug master W.H. Reliance or equivalent	2625.60	31.26	2593.30	33.25
First engineer	2625.60	31.26	2593.30	33.25
Electrical engineer Humber River or equivalent	2625.60	31.26	2593.30	33.25
Trailer mate	2419.10	28.80	2389.40	30.63
Tug master, tug engineer	2419.10	28.80	2389.40	30.63
Second engineer, electrical engineer	2419.10	28.80	2389.40	30.63
Pump operator, welder, deckhand/welder, dredgehand/welder	2419.10	28.80	2389.40	30.63
Bosun/driller	2419.10	28.80	2389.40	30.63

Classification	Day workers		Shiftworkers	
	Weekly aggregated rate (full-time employee)	Hourly aggregated rate	Weekly aggregated rate (full-time employee)	Hourly aggregated rate
	\$	\$	\$	\$
Launch driver	2346.30	27.93	2317.50	29.71
Assistant pump operator	2301.10	27.39	2272.80	29.14
Driller, deckhand/driller	2301.10	27.39	2272.80	29.14
Bosun	2301.10	27.39	2272.80	29.14
Chief cook	2301.10	27.39	2272.80	29.14
Deckhand, assistant driller	2246.60	26.75	2219.10	28.45
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	2246.60	26.75	2219.10	28.45
Crew attendant	2246.60	26.75	2219.10	28.45
Second cook	2246.60	26.75	2219.10	28.45

4. By deleting the year “2022” in clause 15.5(b) and inserting “2023”.
5. By deleting the amount “\$34.25” appearing in clause 17.2(b)(i) and inserting “\$36.22”.
6. By deleting the amount “\$72.84” appearing in clause 17.2(b)(ii) and inserting “\$77.03”.
7. By deleting the amount “\$1.51” appearing in clause 17.2(c) and inserting “\$1.60”.
8. By deleting the amount “\$29.06” appearing in clause 17.2(d) and inserting “\$30.73”.
9. By deleting the table appearing in clause 17.2(e)(ii) and inserting the following:

	\$ per week
Remote areas	292.95
Less remote areas	194.87
Major ports	129.12

10. By deleting the table appearing in clause 17.2(e)(iii) and inserting the following:

	<b>\$ per week</b>
Remote areas	163.84
Less remote areas	65.56

11. By deleting the amount “\$34.25” appearing in clause 17.2(f)(i) and inserting “\$36.22”.

12. By deleting the amount “\$34.25” appearing in clause 17.2(g)(i) and inserting “\$36.22”.

13. By deleting the amount “\$67.84” appearing in clause 17.2(h)(i) and inserting “\$71.74”.

14. By deleting the amount “\$48.40” appearing in clause 17.2(h)(ii) and inserting “\$51.19”.

15. By deleting the amount “\$133.69” appearing in clause 17.2(j)(i) and inserting “\$141.39”.

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

	<b>Ordinary hours</b>	<b>Night shift<sup>1</sup></b>	<b>Afternoon or night shift<sup>2</sup></b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>3</sup></b>			
		<b>130%</b>	<b>115%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Chief engineer	29.82	38.77	34.29	74.55
Chief operator	29.82	38.77	34.29	74.55
First engineer	29.22	37.99	33.60	73.05
First operator	29.22	37.99	33.60	73.05
Drilling technician	28.42	36.95	32.68	71.05
Engineer	27.86	36.22	32.04	69.65
Mechanical attendant	27.86	36.22	32.04	69.65
Crane operator/mechanical	27.61	35.89	31.75	69.03
Electrician	27.53	35.79	31.66	68.83
Leading driller	27.33	35.53	31.43	68.33
Second engineer	26.73	34.75	30.74	66.83
Second operator	26.73	34.75	30.74	66.83
Leading hand	26.73	34.75	30.74	66.83

	<b>Ordinary hours</b>	<b>Night shift<sup>1</sup></b>	<b>Afternoon or night shift<sup>2</sup></b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>3</sup></b>			
		<b>130%</b>	<b>115%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
(reclamation)				
Driller	26.01	33.81	29.91	65.03
Third engineer	25.54	33.20	29.37	63.85
Dredgehand	25.13	32.67	28.90	62.83
Greaser	25.13	32.67	28.90	62.83
Assistant driller	25.13	32.67	28.90	62.83
Crew attendant	25.13	32.67	28.90	62.83

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

	<b>Monday to Sunday</b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	
	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Chief engineer	59.64	74.55
Chief operator	59.64	74.55
First engineer	58.44	73.05
First operator	58.44	73.05
Drilling technician	56.84	71.05
Engineer	55.72	69.65
Mechanical attendant	55.72	69.65
Crane operator/mechanical	55.22	69.03
Electrician	55.06	68.83
Leading driller	54.66	68.33
Second engineer	53.46	66.83
Second operator	53.46	66.83
Leading hand (reclamation)	53.46	66.83

	<b>Monday to Sunday</b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	
	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Driller	52.02	65.03
Third engineer	51.08	63.85
Dredgehand	50.26	62.83
Greaser	50.26	62.83
Assistant driller	50.26	62.83
Crew attendant	50.26	62.83

18. By deleting the table appearing in clause A.2.3 and inserting the following:

	<b>Ordinary hours</b>	<b>Night shift<sup>1</sup></b>	<b>Afternoon or night shift<sup>2</sup></b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>3</sup></b>			
		<b>130%</b>	<b>115%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trailer master	31.70	41.21	36.46	79.25
Chief engineer	31.70	41.21	36.46	79.25
Trailer shift master	30.82	40.07	35.44	77.05
Tug master W.H. Reliance or equivalent	30.82	40.07	35.44	77.05
First engineer	30.82	40.07	35.44	77.05
Electrical engineer Humber River or equivalent	30.82	40.07	35.44	77.05
Trailer mate	28.33	36.83	32.58	70.83
Tug master, tug engineer	28.33	36.83	32.58	70.83
Second engineer, electrical engineer	28.33	36.83	32.58	70.83
Pump operator, welder, deckhand/welder, dredgehand/welder	28.33	36.83	32.58	70.83
Bosun/driller	28.33	36.83	32.58	70.83
Launch driver	27.46	35.70	31.58	68.65

	<b>Ordinary hours</b>	<b>Night shift<sup>1</sup></b>	<b>Afternoon or night shift<sup>2</sup></b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>3</sup></b>			
		<b>130%</b>	<b>115%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Assistant pump operator	26.91	34.98	30.95	67.28
Driller, deckhand/driller	26.91	34.98	30.95	67.28
Bosun	26.91	34.98	30.95	67.28
Chief cook	26.91	34.98	30.95	67.28
Deckhand, assistant driller	26.26	34.14	30.20	65.65
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	26.26	34.14	30.20	65.65
Crew attendant	26.26	34.14	30.20	65.65
Second cook	26.26	34.14	30.20	65.65

19. By deleting the table appearing in clause A.2.4 and inserting the following:

	<b>Monday to Sunday</b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	
	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Trailer master	63.40	79.25
Chief engineer	63.40	79.25
Trailer shift master	61.64	77.05
Tug master W.H. Reliance or equivalent	61.64	77.05
First engineer	61.64	77.05
Electrical engineer Humber River or equivalent	61.64	77.05
Trailer mate	56.66	70.83
Tug master, tug engineer	56.66	70.83
Second engineer, electrical engineer	56.66	70.83
Pump operator, welder, deckhand/welder, dredgehand/welder	56.66	70.83



	<b>Monday to Sunday</b>	<b>Public holidays</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	
	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Bosun/driller	56.66	70.83
Launch driver	54.92	68.65
Assistant pump operator	53.82	67.28
Driller, deckhand/driller	53.82	67.28
Bosun	53.82	67.28
Chief cook	53.82	67.28
Deckhand, assistant driller	52.52	65.65
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	52.52	65.65
Crew attendant	52.52	65.65
Second cook	52.52	65.65

20. By deleting the table appearing in clause A.3.1 and inserting the following:

	<b>Ordinary hours</b>
	<b>125% ordinary hourly rate</b>
	<b>\$</b>
Chief engineer	37.28
Chief operator	37.28
First engineer	36.53
First operator	36.53
Drilling technician	35.53
Engineer	34.83
Mechanical attendant	34.83
Crane operator/mechanical	34.51
Electrician	34.41
Leading driller	34.16
Second engineer	33.41
Second operator	33.41
Leading hand (reclamation)	33.41

	<b>Ordinary hours</b>
	<b>125% ordinary hourly rate</b>
	<b>\$</b>
Driller	32.51
Third engineer	31.93
Dredgehand	31.41
Greaser	31.41
Assistant driller	31.41
Crew attendant	31.41

21. By deleting the table appearing in clause A.3.2 and inserting the following:

	<b>Ordinary hours</b>
	<b>125% ordinary hourly rate</b>
	<b>\$</b>
Trailer master	39.63
Chief engineer	39.63
Trailer shift master	38.53
Tug master W.H. Reliance or equivalent	38.53
First engineer	38.53
Electrical engineer Humber River or equivalent	38.53
Trailer mate	35.41
Tug master, tug engineer	35.41
Second engineer, electrical engineer	35.41
Pump operator, welder, deckhand/welder, dredgehand/welder	35.41
Bosun/driller	35.41
Launch driver	34.33
Assistant pump operator	33.64
Driller, deckhand/driller	33.64
Bosun	33.64
Chief cook	33.64
Deckhand, assistant driller	32.83
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	32.83

	<b>Ordinary hours</b>
	<b>125% ordinary hourly rate</b>
	\$
Crew attendant	32.83
Second cook	32.83

22. By deleting the table appearing in clause A.3.3 and inserting the following:

	<b>Ordinary hours</b>
	<b>125% aggregated hourly rate</b>
	\$
Trailer master	40.16
Chief engineer	40.16
Trailer shift master	39.08
Tug master W.H. Reliance or equivalent	39.08
First engineer	39.08
Electrical engineer Humber River or equivalent	39.08
Trailer mate	36.00
Tug master, tug engineer	36.00
Second engineer, electrical engineer	36.00
Pump operator, welder, deckhand/welder, dredgehand/welder	36.00
Bosun/driller	36.00
Launch driver	34.91
Assistant pump operator	34.24
Driller, deckhand/driller	34.24
Bosun	34.24
Chief cook	34.24
Deckhand, assistant driller	33.44
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	33.44
Crew attendant	33.44
Second cook	33.44

23. By deleting the table appearing in clause A.3.4 and inserting the following:

	<b>Ordinary hours</b>
	<b>125% aggregated hourly rate</b>
	<b>\$</b>
Trailer master	42.71
Chief engineer	42.71
Trailer shift master	41.56
Tug master W.H. Reliance or equivalent	41.56
First engineer	41.56
Electrical engineer Humber River or equivalent	41.56
Trailer mate	38.29
Tug master, tug engineer	38.29
Second engineer, electrical engineer	38.29
Pump operator, welder, deckhand/welder, dredgehand/welder	38.29
Bosun/driller	38.29
Launch driver	37.14
Assistant pump operator	36.43
Driller, deckhand/driller	36.43
Bosun	36.43
Chief cook	36.43
Deckhand, assistant driller	35.56
Able seaman, deckhand, dredgehand, greaser, firefighter, motorman	35.56
Crew attendant	35.56
Second cook	35.56

24. By deleting the amount “\$943.50” appearing in clause B.1.1 and inserting “\$997.80”.

25. 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>
Dual certificate allowance—vessel—not fully operational <sup>1</sup>	17.2(b)(i)	3.63	36.22	per week
Dual certificate allowance—fully operational vessel <sup>1</sup>	17.2(b)(ii)	7.72	77.03	per week
Confined areas allowance <sup>1</sup>	17.2(c)	0.16	1.60	per hour
Hard-lying allowance <sup>1</sup>	17.2(d)	3.08	30.73	per week
Shipkeeping allowance—when vessel is not fully operational—Remote areas	17.2(e)(ii)	29.36	292.95	per week
Shipkeeping allowance—when vessel is not fully operational—Less remote areas	17.2(e)(ii)	19.53	194.87	per week
Shipkeeping allowance—when vessel is not fully operational—Major ports	17.2(e)(ii)	12.94	129.12	per week
Shipkeeping allowance—when vessel is fully operational—Remote areas	17.2(e)(iii)	16.42	163.84	per week
Shipkeeping allowance—when vessel is fully operational—Less remote areas	17.2(e)(iii)	6.57	65.56	per week
Radar observer's allowance	17.2(f)(i)	3.63	36.22	per week
Firefighting certificate allowance	17.2(g)(i)	3.63	36.22	per week
Additional allowance—chief cook who orders stores and issues linen	17.2(h)(i)	7.19	71.74	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Additional allowance—second cook performing cleaning duties outside galley and storerooms	17.2(h)(ii)	5.13	51.19	per week
Vessels proceeding from port to port allowance	17.2(j)(i)	14.17	141.39	per day or part thereof

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT